



**2016
TOWN OF NANTUCKET
ANNUAL REPORT**

JULY 1, 2015 – JUNE 30, 2016

Cover Photograph: Two Pennies from Home

Photograph courtesy of Bevin Bixby

Production: The Country Press

This document contains the reports of the Board of Selectmen, School, the Finance Department, and other such reports as are considered expedient. This report is prepared pursuant to Section 49 of Chapter 40 of the General Laws of the Commonwealth of Massachusetts and other applicable statutes.

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TOWN ADMINISTRATION (508) 228-7255.**

FISCAL YEAR 2016 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS
(for the period covering July 1, 2015 – June 30, 2016)

IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2016:

KAREN K. BORCHERT

WILLIAM FRANKLIN "BILL" BURDICK, JR.

MARA LANE CARY

DEBORAH STACKPOLE MERRITT

ROBERT F. MOONEY

SALLY ROBERTS

SUSAN VINCENT ROLLINS

DAVID D. WORTH

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

NANTUCKET "AT A GLANCE"

GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Selectmen, Open Town Meeting	Area: 47.8 Square Miles
2015 Population: 10,925	Population per Square Mile (2014): 228.56
Moody's Bond Rating (as of 12/2015): Aa1	Town Website: www.nantucket-ma.gov

FISCAL YEAR 2016 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.36	\$61,994,361.76	\$19,250,070,530
Open Space	\$3.22	\$ 36,917.62	\$ 11,465,100
Commercial	\$5.93	\$ 5,922,605.88	\$ 998,753,099
Industrial	\$5.93	\$ 302,616.33	\$ 51,031,421
Personal Property	\$5.93	\$ 1,379,872.13	\$ 232,693,446
TOTAL		\$ 69,636,373.72	\$ 20,544,013,596

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$ 69,636,374	53.99%
State Aid	\$ 3,180,702	2.47%
Local Receipts	\$ 43,287,896	33.56%
Other Available	\$ 12,870,578	9.98%
TOTAL	\$128,975,550	100.00%

FISCAL YEAR 2016 PROPOSITION 2-1/2 LEVY CAPACITY

FISCAL YEAR 2016 STATE AID

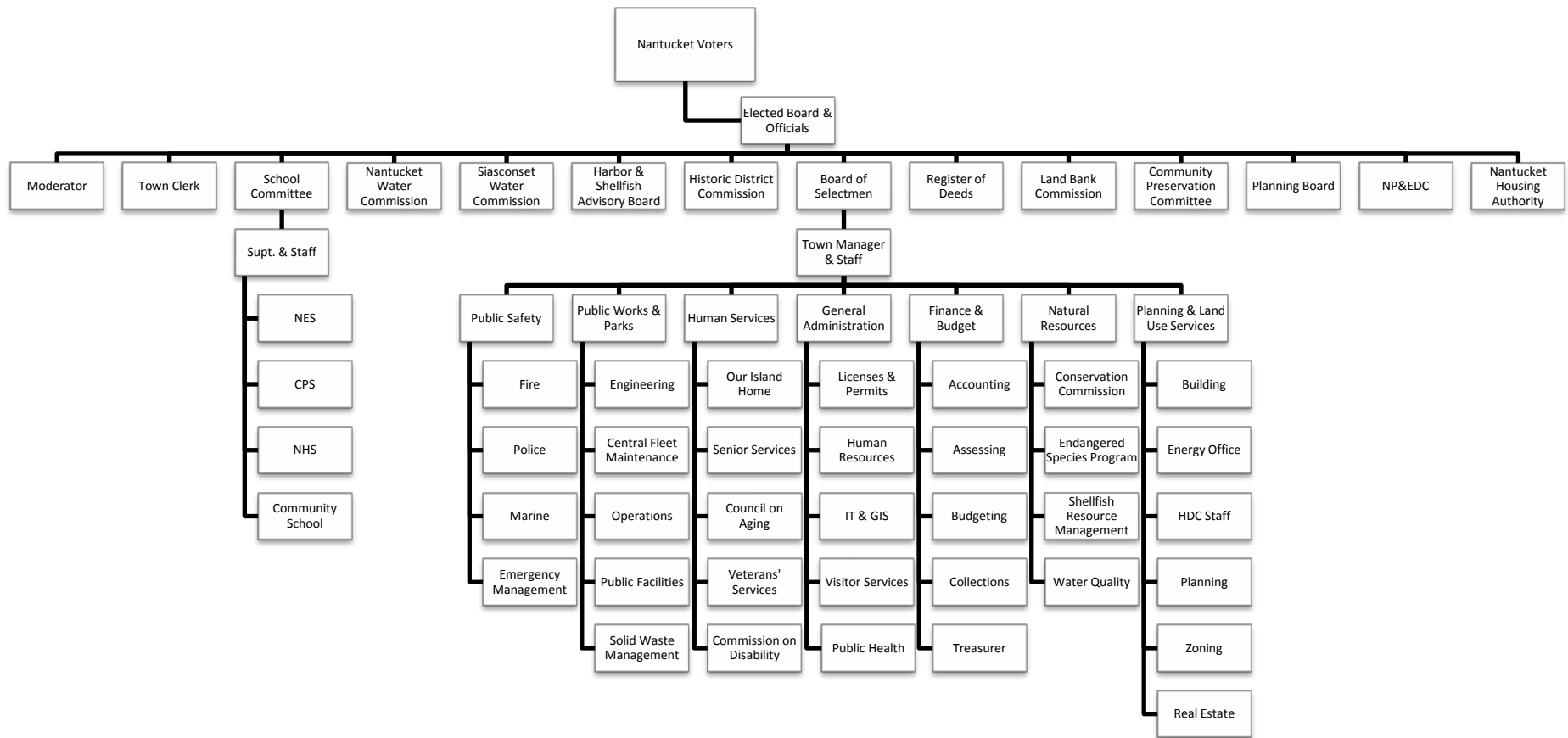
Levy Base	\$ 63,083,855	Education	\$ 2,980,944
2-1/2 % Increase	\$ 1,577,096	General Government	\$ 199,758
New Growth	\$,1,140,085	Overestimates	\$ 0
Override	\$ 0	Total Assessments	(\$ 413,576)
Levy Limit	\$ 65,801,036	Net State Aid	\$ 2,767,126
Debt Excluded	\$ 6,628,660		
Excess Capacity	\$ 3,462,629		
Ceiling	\$ 513,600,340		
Override Capacity	\$ 384,624,790		

RESERVES

REVALUATION

Free Cash (07/01/2016)	\$6,642,219	Most Recent	Fiscal Year 2016
Fiscal Year 2016 Overlay Reserve	\$985,952	Next Scheduled	Fiscal Year 2019

Town of Nantucket
Organization Chart
Fiscal Year 2016



Various Boards/Committees/Commissions Appointed by the Board of Selectmen, County Commissioners & Town Manager

TABLE OF CONTENTS

GENERAL INFORMATION

Elected Officials	1
Appointed Officials/Town of Nantucket Departments.....	3
Boards, Commissions, Committees.....	11
Appointments by Town Manager	17
County and State Officers.....	18
Appointments by County Commissioners	18
Nantucket State and Federal Representatives	18

GENERAL GOVERNMENT REPORTS

Board of Selectmen	19
Human Resources.....	21
Information Technology	22
Land Bank, Nantucket Islands	24
Legislative Update	28
Municipal Finance, Department of	29
Nantucket Energy Office.....	34
Town Manager.....	36
Town Clerk (elections, town meetings)	40
Town Counsel.....	51

HUMAN SERVICES REPORTS

Human Services, Department of.....	54
Council on Aging	56
Our Island Home	57

ISLAND SERVICES REPORTS

Airport, Nantucket Memorial	60
Culture and Tourism, Department of.....	62
Natural Resources Department	63
Public Health, Department of.....	65
Public Works, Department of	67
Steamship Authority, Woods Hole, Martha's Vineyard and Nantucket	68
Water Department, Siasconset.....	70
Water Company, Wannacomet.....	71

PLANNING AND LAND USE SERVICES REPORTS

Building Division	72
Historic District Commission.....	73
Planning and Zoning Divisions	73

PUBLIC SAFETY REPORTS

Fire Department.....	75
Police Department.....	77

SCHOOL REPORTS

Nantucket Public Schools.....	85
-------------------------------	----

COUNTY REPORT

Registry of Deeds	96
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TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS

Abatement Advisory Committee	98
Advisory Committee of Non-Voting Taxpayers.....	98
Agricultural Commission	99
Board of Health.....	100
Cemetery Commission	100
Commission on Disability.....	101
Community Preservation Committee	102
Cultural Council	106
Harbor and Shellfish Advisory Board.....	106
Mosquito Control Commission.....	107
Roads and Right of Way Committee	108
Scholarship Committee.....	109
Visitor Services Advisory Committee.....	110

COMPENSATION REPORTS

Town and County Employee Salaries.....	111
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Jeff Carlson, p. 64
Rob Ranney, p. 69
Diane O'Neil, p. 94

GENERAL INFORMATION

Elected Officials (terms expire at Annual Town Election in year noted)

Board of Selectmen

Tobias B. Glidden (2016) – succeeded by James R. Kelly, <i>Chairman</i>	2019
Rick Atherton	2017
Robert DeCosta	2017
Dawn E. Hill Holdgate	2018
Matthew G. Fee	2019

Community Preservation Committee (At-Large)

Timothy M. Soverino	2018
Maria L. Zodda	2018

Harbor and Shellfish Advisory Board

Peter Brace, <i>Chairman</i>	2017
Bill Blount	2017
Kenneth Gullicksen	2018
Andrew Lowell	2018
Dr. Peter Boyce (2016) – succeeded by Kenneth Kuntz	2019
Wendy McCrae (2016) – succeeded by Joseph Lipuma	2019
Mike Glowacki (2016) – succeeded by Frederick McClure	2019

Historic District Commission

Dawn Hill-Holdgate (resigned) – succeeded by Kristine Glazer, <i>Chairman</i>	2017
Raymond Pohl	2017
Diane Coombs	2018
Linda Williams (2016) – succeeded by Abigail Camp	2019
John F. McLaughlin (2016) – re-elected	2019
<i>Associate Members (Appointed by Board of Selectmen)</i>	
Kristine Glazer – succeeded by Matthew J. Kuhnert	2017
Vallorie Oliver	2018
Vacant	2019

Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chairman</i>	2020
Penelope Dey, <i>State Appointee</i>	2017
Linda Williams	2018
Robert Andersen	2019
Norman Chaleki (2016) – succeeded by Beth Ann Meehan	2021

Land Bank Commission, Nantucket Islands

Allen Reinhard, <i>Chairman</i>	2018
Robert L. Gardner	2017
John Stackpole	2019
Richard J. Glidden	2020
Neil Paterson	2021

Moderator

Sarah F. Alger (2016) - re-elected	2017
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Planning Board

Barry Rector, <i>Chairman</i>	2019
Nathaniel E. Lowell	2017
Linda Williams	2018
Joseph Marcklinger	2020
John F. Trudell III	2021
<i>Alternate Members (appointed by Board of Selectmen)</i>	
Diane Coombs (2016) – succeeded by David Callahan	2019
John F. Trudell III, then Vacant	2017
Carl K. Borchert	2018

School Committee

Jennifer Iller, <i>Chairman</i>	2018
Dr. Timothy Lepore	2017
Kate Bartleman – succeeded by Zona Tanner-Butler	2017
Melissa Murphy	2018
Pauline Proch (2016) - re-elected	2019

Town Clerk

Catherine Flanagan Stover (2016) – re-elected	2019
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Water Commission, Nantucket

Nelson Eldridge	2017
Allen Reinhard	2018
Noreen Slavitz (2016) – re-elected	2019

Water Commission, Siasconset

Gerald Eldridge	2017
Robert Benchley, III	2018
John Pearl (2016) – re-elected	2019

APPOINTED OFFICIALS

Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*
Jamie Sandsbury, *Business/Finance Manager*
Janine Torres, *Office Manager*
Debra A. Crooks, *Finance Assistant*
David Sylvia, *Compliance/Training Coordinator*
Noah Karberg, *Environmental Coordinator*
Robert Tallman, *Terminal/Security Coordinator*
Jorene Partida, *Security Assistant*
Linda True, *Receptionist*
John Grangrade, *Maintenance Superintendent*
Preston Harimon, *Operations Superintendent-EMT*
Garrett W. Allen, *Maintenance Specialist/EMT*
Peter B. Fowler, *Maintenance Specialist*
Robert Holdgate, *Maintenance Specialist*
Michael O'Neil, *Maintenance Specialist*
Matthew Aguiar, *Maintenance Specialist*
John Dugan, *Maintenance Specialist/Building Technician*
Nathaniel Ray, *Maintenance Specialist/Mechanic/EMT*
Ted B. Muhler, *Terminal Maintenance Specialist*
Leonard I. Liburd, *Terminal Maintenance Specialist*
Noe R. Pineda, *Terminal Maintenance Specialist*
Blaine C. Buckley, *Operations Supervisor*
Frederick Wellington, *Operations Specialist*
Timothy D. Mooney, *Operations Specialist*
Addison Falconer, *Operations Specialist*
Shanroy Nelson, *Operations Specialist*
Nolan Spence, *Operations Specialist*
Durand Spence, *Operations Specialist*
Leisa M. Heintz, *Fixed Base Operations Representative*
Willma Perez, *Fixed Base Operations Supervisor*
Clement Johnson, *Fixed Base Operations Representative*
Koche Rodriguez, *Terminal Maintenance Specialist (through 10/2015)*
Mae Williams, *Administrative Assistant*
Basil Edwards, *Terminal Maintenance Specialist*
Michelle Allen, *Fixed Base Operations Representative*

Constables

F. Manuel Dias
James Perelman
Frank Psaradelis, Jr.
Robert R. Reardon, Jr.
Jerry W. Adams
Catherine Flanagan Stover

John H. Stover
David Fronzuto

Culture and Tourism (formerly known as Visitor Services)

Melissa Murphy, *Director*
M. Katherine Hamilton-Pardee, *Director (through 04/2016)*
David Sharpe, *Visitor Services Coordinator*
Carlisle Jensen, *Events Coordinator*

Finance Department

Brian Turbitt, *Director of Municipal Finance/Town Accountant*
Martin Anguelov, *Assistant Director of Municipal Finance*
Deborah Weiner, *Treasurer*
Elizabeth Brown, *Tax Collector*
Robert Dickinson, *Assistant Town Accountant*
Deborah Dilworth, *Assessor*
Pamela Butler, *Assistant Tax Collector*
Krista Lewis, *Payroll Administrator*
Ellen Trifero, *Assistant Assessor*
Maureen DiLuca, *Field Assessor*
Patricia Giles, *Senior Clerk*
Elizabeth Flanagan, *Administrative Assistant*
Kathleen Richen, *Operations Coordinator*
Patricia Murphy, *Administrative Assistant/Collection*
Kathy LaFavre, *Assistant Treasurer (through 05/2015)*
Diana Wallingford, *Accounts Payable Coordinator*
Peggy Altreuter, *Accounts Payable Coordinator*
Robin LaPiene, *Accounting Clerk*
Matt Mannino, *Accounting Clerk*

Fire Department

Mark McDougall, *Chief (though*
Edward Maxwell, *Deputy Chief(through*
Max Nicholas, *Second Call Deputy Chief*
Nelson Eldridge, *Third Call Deputy Chief*
Kai Hodge,
Jeanette Hull, *Office Administrator/EMT (though*
Elizabeth Shannon, *Fire Prevention Officer/Firefighter/EMT*
Robert Bates, *Fire Alarm Superintendent/Firefighter/EMT*
Thomas Holden, *Captain, Firefighter/EMT*
Francis Hanlon, *Captain, Firefighter/EMT*
Stephen Murphy, *Captain, Firefighter/EMT*
Matthew Dixon, *Captain, Firefighter/EMT*
Earl Eldridge, *Firefighter/EMT*
Peter Cavanagh, *Firefighter/EMT*
Charles Kymer, *Firefighter/EMT*
Sean Mitchell, *Firefighter/EMT*
Jeffrey Allen, *Firefighter/EMT*
Christian Ray, *Firefighter/EMT*
Corey Ray, *Firefighter/EMT*
Christopher Beamish, *Firefighter/EMT*

Nathan Barber, *Firefighter/EMT*
David Pekarcik, *Firefighter/EMT*
Beau Barber, *Firefighter/EMT*
Joseph Townsend, *Firefighter/EMT*
Fire/EMT Call Personnel
Rob Benchley
Ryan Webb
Brian Gray
John Grangrade
David Gray
Kenneth Gullicksen
Kevin Ramos
Brandon Eldridge
Matt Aguiar
Justin Rogers
Anne Stearns
Charlotte Tallman
Christina Crane
Jeremy Eldridge
Jordan Seitz
Mathew Cobb

John Allen, *Firefighter/EMT*
Shane Perry, *Firefighter/EMT*
Matthew Avis, *Firefighter/EMT*
Christopher Holland, *Firefighter/EMT*

Carol Moffitt
Danny Haynes
Gerald Eldridge
Neil Paterson
George Vollans
Norman Gauvin
Michael O'Neil
Jared Smith
Alex Rezendes
Ariel Marcoux
Stephen Pignato
Nathaniel Ray
Christopher Gould
Kinishka Knapp
John Dugan

Human Resources

Stephen R. Tuzik, *Director*
Amanda E. Perry, *Assistant Director*

Human Services, Department of

Rachel Chretien, Director
Ann Medina, *Business Office Coordinator*
Laura Stewart, *Saltmarsh Program Coordinator*
Virginia Carrera, *Assistant Program Coordinator*
Ralph Hardy, *Veteran's Service Agent*

Information Technology/Geographic Systems

Linda Rhodes, *Information Technology Manager*
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*
Molly Sprouse, *Information Technology Systems Technician*
Patrick McGloin, *Information Technology Systems Technician*
Michael Alvarez, *Information Technology Systems Technician*
Enoch Sower, *Information Technology Support Technician (part-time)*

Nantucket Energy Office

Lauren Sinatra, *Energy Program and Outreach Coordinator*

Nantucket Islands Land Bank

Eric Savetsky, *Executive Director*
Jesse A. Bell, *Assistant Director*

Susan Campese, *Administrator/Finance Manager*
Jeffrey Pollock, *Property Management Supervisor*
Robert Earley, *Property Manager*
Edward Boynton, *Maintenance Specialist (through 12/2014)*
Peter Halik, *Building Maintenance Specialist (through 06/2015)*
Shea Fee, *Environmental Assistant*
Rachael Freeman, *Environmental Coordinator*
Marian Wilson, *Assistant Administrator*
Brian Paonessa, *Seasonal Property Assistant*

Natural Resources, Department of

Jeff Carlson, *Natural Resources Coordinator*
Tara Riley, *Shellfish Biologist*
Jonathan C. Johnsen, *Natural Resources Enforcement Officer*
Leah Cabral, *Assistant Biologist*
Kaitlyn Shaw, *Water Resources Specialist*
Joanne Dodd, *Administrative Assistant*
Jason McGrath, *Seasonal Shellfish Warden*

Our Island Home

Rachel Chretien, <i>Administrator</i>	
Erin Kopecki, <i>Assistant Administrator</i>	
Susan Balester, <i>Business Operations Coordinator</i>	
Michelle Malavase, <i>Business Office Assistant</i>	
Kathleen Maxwell, <i>Medical Records Secretary</i>	
Edward King, <i>Maintenance Supervisor</i>	
Colleen Kinney, <i>Maintenance Assistant</i>	
Aaron Riley, <i>Maintenance Assistant</i>	
Gail Ellis, <i>Director of Nursing</i>	
Stacy Damian, <i>RN (through 05/2016)</i>	
Patricia Dargie, <i>RN</i>	Lisa Haye, <i>RN</i>
Lauren Leamy, <i>RN</i>	Ann Lindley, <i>RN</i>
Lisa Toney, <i>RN</i>	
Heather Francis, <i>RN Staff Development Coordinator</i>	
Nadene Haye, <i>LPN</i>	Donna King, <i>LPN</i>
Nancy Koyl, <i>LPN</i>	Carol Matson, <i>LPN</i>
Mary Patton, <i>LPN</i>	Maria Lemus, <i>LPN</i>
Maria Bennette, <i>CNA</i>	Cordia Green, <i>CNA</i>
Bridgett Bloise, <i>CNA</i>	Bernard Boswell, <i>CNA</i>
Alicia Briscoe, <i>CNA</i>	Marvette Ellis-Howard, <i>CNA</i>
Kerri Flaherty, <i>CNA</i>	Lilian Grimes, <i>CNA</i>
Jacqueline Harrison, <i>CNA II</i>	Jenise Holmes, <i>CNA</i>
Shaunette Lindo-Parkinson, <i>CNA</i>	Sophia Lyttle-Liburd, <i>CNA II</i>
Jessica Mason-Wilson, <i>CNA II</i>	Laxmi Niraula, <i>CNA</i>
Denise Ricketts, <i>CNA II</i>	Tameika Outar, <i>CNA</i>
Avia Parkinson, <i>CNA II</i>	Evadne Reid, <i>CNA</i>
Hopie Robinson, <i>CNA</i>	Karen Rowe-Thomas, <i>CNA</i>

Ellen Ryder, <i>CNA</i>	Gloria Sanders, <i>CNA</i>
Sherry Souza, <i>CNA</i>	Henrick Wallace, <i>CNA II</i>
Sari Wedderburn, <i>CNA</i>	Yashuda Paudel, <i>CNA</i>
Juliet Dawkins, <i>CNA</i>	Seville Wallace, <i>CNA</i>
Nicole Downing, <i>CNA</i>	Avril Lowe, <i>CNA</i>
Lyndy Rodriguez, <i>CNA</i>	Christina Crane, <i>CNA</i>
Karen Correia, <i>Food Service Supervisor</i>	
Tuki Attapreyangkul, <i>Cook</i>	Ola Mae Coleman, <i>Cook</i>
Daniel Ross, <i>Cook</i>	Samantha Pichette, <i>Cook</i>
Debra Bechtold, <i>Dietician</i>	
Willard Baptiste, <i>Dietary Aide</i>	Virginia Brereton, <i>Dietary Aide</i>
Fernella Phillips, <i>Dietary Aide</i>	Maneewan Kyomitmaitee, <i>Dietary Aide</i>
Maturod Thairat, <i>Dietary Aide</i>	Stormy Reed, <i>Dietary Aide</i>
Erika Kieffer, <i>Laundry</i>	Jennifer Pask, <i>Laundry</i>
Anna Isabel Sandoval, <i>Housekeeping</i>	Sandra Araujo, <i>Housekeeping</i>
Sheila Barrett, <i>Housekeeping</i>	
Taylor Hilst, <i>Activities Director</i>	
Sybil Nickerson, <i>Activities Assistant</i>	
Laurie MacVicar-Fiske, <i>Social Worker</i>	

Planning and Land Use Services (PLUS)

Andrew Vorce, *Director of Planning*
 Leslie Woodson Snell, *Deputy Director of Planning*
 T. Michael Burns, *Transportation Planner*
 Eleanor Antonietti, *Land Use Specialist*
 Stephen Butler, *Building Commissioner*
 Alan Noll, *Local Building Inspector*
 Marcus Silverstein, *Zoning Compliance Coordinator*
 Douglas Bennett, *Plumbing and Gas Inspector*
 Brendan Carroll, *Wiring Inspector*
 Richard L. Ray, *Health Director*
 Artell Crowley, *Assistant Health Officer*
 Mark Voigt, *Historic District Commission Administrator*
 Lynell Vollans, *Administrative Specialist*
 Catherine Ancero, *Administrative Specialist*
 Anne Barrett, *Administrative Specialist*
 Karen Hull, *Administrative Specialist*
 K Bradford, *Administrative Specialist*
 Katie Bedell, *Administrative Assistant*

Police Department

William Pittman, <i>Chief</i>	
Charles Gibson, <i>Deputy Chief</i>	
Jerry Adams, <i>Lieutenant</i>	Angus MacVicar, <i>Lieutenant</i>
Thomas Clinger, <i>Sergeant</i>	Brendan Coakley, <i>Sergeant</i>
Jared Chretien, <i>Sergeant</i>	Daniel Mack, <i>Sergeant</i>
Travis Ray, <i>Sergeant</i>	Daniel Furtado, <i>Sergeant</i>

Kevin Marshall, <i>Sergeant</i>	Steven Tornovish, <i>Sergeant (through 02/2016)</i>
John Rockett, <i>Sergeant</i>	
John Muhr, <i>Officer</i>	Jerome Mack, <i>Officer</i>
Keith Mansfield, <i>Officer</i>	Christopher Carnevale, <i>Officer</i>
Suzanne Gale, <i>Officer</i>	Janine Mauldin, <i>Officer</i>
Brett Morneau, <i>Officer</i>	Robert Hollis, <i>Officer</i>
Michael Cook, <i>Officer</i>	Jacquelyn Mason, <i>Officer</i>
Brandon Whiting, <i>Officer (through 01/2016)</i>	
Cassandra Thompson, <i>Officer</i>	Derek Witherell, <i>Officer</i>
Christopher Kelly, <i>Officer</i>	Kevin Nagle, <i>Officer</i>
Joseph Flynn, <i>Officer</i>	John Haggerty, <i>Officer</i>
Michael Mastriano, <i>Officer</i>	Patrick O'Connor, <i>Officer</i>
Amanda Schwenk, <i>Officer</i>	David Watkins, <i>Officer</i>
Zachary Coyne, <i>Officer</i>	Daniel Girard, <i>Officer</i>
Bryan Jackson, <i>Officer</i>	
Sheila Clinger, <i>Office Administrator</i>	Jennifer Erichsen, <i>Information Technology</i>
Melinda Burns-Smith, <i>Emergency Communications Supervisor</i>	
Jessica Norris, <i>Dispatcher</i>	Aaron Hull, <i>Dispatcher (through 03/2016)</i>
Theresa Eger-Andersen, <i>Dispatcher</i>	Gwen Comatis, <i>Dispatcher (through 08/2015)</i>
Patricia Hainey, <i>Dispatcher</i>	Matthew Sullivan, <i>Dispatcher (through 10/2015)</i>
Megan Smith, <i>Dispatcher</i>	J. Carlos Moreira, <i>Dispatcher</i>
Patrick Considine, <i>Dispatcher</i>	Wendy Perez, <i>Dispatcher</i>
Christopher Reynolds, <i>Dispatcher</i>	Nikkisha Knapp, <i>Dispatcher (through 03/2016)</i>
Wendy Perez, <i>Dispatcher</i>	Caio Gomes, <i>Per Diem Dispatcher</i>
Maria Abreu, <i>Per Diem Dispatcher (through 03/2016)</i>	
Debbian Gordon, <i>Per Diem Dispatcher (through 03/2016)</i>	
Ariel Marcoux, <i>Per Diem Dispatcher (through 12/2015)</i>	
Maria Davis, <i>Office Administrator</i>	Catherine Tovet, <i>Office Administrator</i>
David Fronzuto, <i>Emergency Management Coordinator</i>	
J. Ryan Smith, <i>Business License Inspector (through 07/2015)</i>	
Amy Baxter, <i>Business License Inspector</i>	
Anne McAndrew, <i>Licensing Agent (through 06/2016)</i>	
Ann Ciarmataro, <i>Licensing Agent</i>	

Harbor Master Office
 Sheila Lucey, *Harbor Master*
 Christopher Bell, *Assistant Harbor Master*
 Georges Minne, *Assistant Harbor Master*
 Kenneth Lappin, *Seasonal Assistant Harbor Master (through 09/2015)*
 Alexander Spinney, *Assistant Harbor Master (through 08/2015)*
 Kurt Wiggan, *Assistant Harbor Master (through 05/2016)*
 Seth Finley, *Beach Coordinator (through 10/2015)*
 Briana Vittorini, *Beach Coordinator*

Public Works Department

Kara Buzanoski, *Director*
 Silvio Genao, PE, *Town Engineer (through 05/2016)*

Denese Allen, *Office Manager*
 Lora Kebbati, *Office Administrator*
 Maya Golding, *Administrative Clerk*
 Kai Hodge, *Office Administrator (through 01/2016)*
 Richard Moore, *Operations Manager*
 John Braginton-Smith, *General Foreman (through 07/2015)*
 Larry Kester, *Facilities Manager*

Hartley Batchelder	Jose Chatti-Filho
Paul Boucher, Jr.	Paul Clarkson
Carol Driscoll	Ken Apthorp
Dominic Duarte	Dale Gary
Kenneth Hammond	Tristram Marks
Paul Berard	Michael Egan
Osagie Doyle	Raymond Sylvia
Scott Williams	Ryan Clarke
Delroy Grant	Aaron Kane
Peter McColl	Garcio Smith

Wastewater Treatment Facilities
 David Gray, *Chief Plant Operator*
 Kevin Manning

Ardis Gary	Paul Frazier
Robert Inglis	James Hardy
Perry Butler	Willy Leveille
Philip Allen	Shawn Mooney

Town Administration

C. Elizabeth Gibson, *Town and County Manager*
 Gregg Tivnan, *Assistant Town and County Manager*
 Erika D. Mooney, *Project Administrator/Executive Assistant*
 Heidi Bauer, *Chief Procurement Officer/Project Manager*
 Katie Cabral, *Customer Service Assistant*
 Jason Bridges, *Public Outreach Manager*
 Terry Norton, *Minute Taker*

Town Clerk's Office

Catherine Flanagan Stover, MMC, CMMC, *Town and County Clerk*
 Nancy Holmes, CMC, *Assistant Town and County Clerk*
 Gail Holdgate, *Administrative Assistant*

Town Counsel

Kopelman and Paige, PC

Tree Warden

David Champoux

Wannacomet Water Company

Robert L. Gardner, *General Manager*

Heidi Holdgate, *Business Manager*
Linda Roberts, *Projects Coordinator*
Andrea Mansfield, *Administrative Assistant*
Christopher R. Pykosz, *Operations Manager*
Robert West, *Engineering Technician* Mark J. Willett, *Engineer*
Jeffrey S. Johnsen, *Utilityman* Robert Earle, *Utilityman*
Kyle Roberts, *Utilityman*



BOARDS, COMMISSIONS, COMMITTEES (appointed by Board of Selectmen for fiscal year terms)
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Abatement Advisory Board

Judith Moran, <i>Chairman</i>	2016
Joseph McLaughlin	2016
David Callahan	2016

Ad Hoc Budget Work Group

Robert DeCosta, <i>Board of Selectmen</i>	2016
Matt Fee, <i>Board of Selectmen</i>	2016
Melissa Murphy, <i>School Committee</i>	2016
Kate Bartleman, <i>School Committee</i>	2016
James R. Kelly, <i>Finance Committee</i>	2016
Clifford Williams, <i>Finance Committee</i>	2016
C. Elizabeth Gibson, <i>Town Manager</i>	2016
Michael Cozort, <i>School Superintendent</i>	2016
Brian Turbitt, <i>Director of Municipal Finance</i>	2016

Agricultural Commission

John Kuszpa, <i>Chairman</i>	2017
Vacant	2016
Richard Arnold	2016
Campbell Sutton	2017
Patricia Meyers (through 03/06/2016, then Vacant)	2017
Michelle Whelan (through 06/15/2016, the Vacant)	2018
Tracey Pattenden	2018

Airport Commission

Daniel W. Drake, <i>Chairman</i>	2018
Jeanette Topham	2016
Arthur D. Gasbarro	2017
Anthony Bouscaren	2017
Andrea Planzer	2018

Audit Committee

Robert DeCosta, <i>Chairman</i>	2016
James R. Kelly	2016
Rick Atherton	2016

Board of Health

Malcolm W. MacNab, MD, PhD, <i>Chairman</i>	2016
Rick Atherton, <i>Board of Selectmen</i>	2016
Stephen J. Visco	2017
Helene M. Weld, RN	2017
James A. Cooper	2018

Bulk Fuel Study Committee

Robert DeCosta, *Board of Selectmen* 2016

Capital Program Committee

Phil Stambaugh, *At-Large, Chairman* 2016

Christy Kickham, *At-Large* 2017

Richard J. Hussey, *At-Large* 2017

Peter T. Kaizer, *At-Large* 2018

Peter McEachern, *Finance Committee* 2016

Nathaniel Lowell, *NP&EDC* 2016

Tobias Glidden, *Board of Selectmen* 2016

Cemetery Commission

Allen Reinhard, *Chairman* 2017

Barbara A. White 2016

Scott McIver 2017

Lee W. Saperstein 2018

Robert L. Gardner 2018

Community Preservation Committee (appointed designees)

Ken Beaugrand, *Land Bank Commission, Chairman* 2016

Dawn E. Hill Holdgate, *Board of Selectmen* 2016

Kristine Glazer, *Historic District Commission* 2016

Ashley Erisman, *Conservation Commission* 2016

Linda Williams, *Nantucket Housing Authority* 2016

Barry Rector, *Planning Board* 2016

Rich Turer, *Parks and Recreation Commission* 2016

Conservation Commission

Ernest Steinauer, *Chairman* 2017

Andrew Bennett 2016

Ben Champoux 2016

David LaFleur 2016

Ashley Erisman 2017

Ian Golding 2018

Joseph Topham 2018

Contract Review Subcommittee, Human Services

Dorothy Hertz, *At-Large, Chairman* 2016

Mary Wawro, *At-Large* 2017

John Belash, *At-Large* 2018

Stephen Maury, *Finance Committee* 2016

Bertyl Johnson, *NP&EDC* 2016

Joe Aguiar, *Council for Human Services* 2016

Augusto C. Ramos, *Council for Human Services* 2016

Council for Human Services

Joe Aguiar, <i>Chairman</i>	2018
Mary Wawro	2016
Augusto C. Ramos	2016
John Belash	2016
Vacant	2017
Dorothy Hertz	2017
Margaretta Andrews	2017
Vacant	2018
Ella B. Finn	2018

Council on Aging

Tom McGlinn, <i>Chairman</i>	2017
Ella B. Finn	2016
Daryl Westbrook	2016
Glenora Kelly Smith	2016
Randy Wight	2017
Chuck Gifford	2017
Joe Aguiar	2018
Colleen McLaughlin	2018
Charles A. Manghis	2018

Cultural Council

Jordana Fleischut, <i>Chairman</i>	2016
Justin Cerne	2016
Vacant	2016
John Belash	2017
Vacant	2017
John McDermott	2018
John R. Wagley	2018

Finance Committee

James R. Kelly, <i>Chairman</i>	2018
Craig Spery	2016
Clifford J. Williams	2016
Stephen Maury	2016
John Tiffany	2017
Joseph T. Grause, Jr.	2017
Matthew Mulcahy, DMD	2017
David Worth, Jr.	2018
Peter McEachern	2018

Mosquito Control Commission

Charles Stott, <i>Chairman</i>	2019
Ashley Erisman	2016
Helene Weld, RN	2017
Timothy Lepore, MD	2018

Mark L. Palmer	2020
Nantucket Affordable Housing Trust	
Reema Sherry, <i>At-Large</i>	2016
Isaiah Stover, <i>At-Large</i>	2016
Tucker Holland, <i>At-Large</i>	2017
Brian Sullivan, <i>Real Estate Agent/Broker</i>	2016
Tobias Glidden, <i>Board of Selectmen</i>	2016
Linda Williams, <i>Nantucket Housing Authority</i>	2016
Kara Buzanoski, <i>NP&EDC</i>	2016
Nantucket Historical Commission	
Deborah Timmermann, <i>Chairman</i>	2016
Jascin Leonardo	2016
Michael May	2017
Kevin Kuester	2017
Diane Coombs	2018
Ian Golding	2018
Susan Handy	2018
Diane Holdgate, <i>Alternate</i>	2016
Philip Gallagher, <i>Alternate</i>	2017
Caroline Ellis, <i>Alternate</i>	2018
Nantucket Planning and Economic Development Commission	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2017
John McLaughlin, <i>Planning Board</i>	2016
Linda Williams, <i>Planning Board</i>	2018
Barry Rector, <i>Planning Board</i>	2019
Joseph Marcklinger, <i>Planning Board</i>	2020
Dawn E. Hill Holdgate, <i>County Commission</i>	2016
Bertyl Johnson, <i>Housing Authority</i>	2016
Andrew Bennett, <i>Conservation Commission</i>	2016
Kara Buzanoski, <i>Department of Public Works</i>	2016
<i>Community At-Large Members</i>	
Charles J. Gardner	2016
Wendy Hudson	2017
Leslie B. Johnson	2018
Parks and Recreation Commission	
F. Nash Strudwick, <i>Chairman</i>	2018
Richard Turer	2016
Charles J. Gardner	2017
Keith Yankow	2017
Vacant	2018

Polpis Harbor Municipal Property Advisory Committee

Rick Atherton, *Board of Selectmen*
Kara Buzanoski, *Department of Public Works*
Andrew Bennett, *Conservation Commission*
Jim Lentowski, *Nantucket Conservation Foundation*
Diana Brown, *Nantucket Community Sailing*
Diane Pearl, MD, *Polpis Area Homeowner*

Real Estate Assessment Committee

John B. Brescher, Esq.	06/30/2016
Rhoda H. Weinman, Esq.	06/30/2016
Neil E. Marttila	06/30/2016
Lee W. Saperstein	06/30/2016
Thomas Barada	06/30/2016

Registrars of Voters (*terms expire March 31*)

Janet Coffin	2016
David Goodman	2017
Carolyn Gould	2018
Catherine Flanagan Stover, <i>ex officio</i>	

Roads and Right-of-Way Committee

Allen Reinhard, <i>Chairman</i>	2016
D. Anne Atherton	2016
Dave Fredericks	2016
Nathaniel Lowell	2017
Lee W. Saperstein	2017
Bert Ryder	2017
Leslie Forbes	2018
John Stackpole	2018
Joseph Marcklinger	2018
Andrew Vorce, <i>NP&EDC, ex officio</i>	

Scholarship Committee

Jeanne Miller, <i>Chairman</i>	2016
Mark Voigt	2016
David Fronzuto	2017
Erika D. Mooney	2017
Charles A. Manghis	2018
Margaret Detmer	2018
Leslie W. Forbes	2018
Michael Cozort, <i>School Superintendent</i>	

Tree Advisory Committee

David Champoux, <i>Chairman, Tree Warden</i>	
Sam Myers	2016
Michael Misurelli	2016
Paul Droz	2017
Whitfield Bourne	2017
Terry Pomett	2018
Benjamin Champoux	2018
Kara Buzanoski, <i>Department of Public Works, ex officio</i>	

Visitor Services Advisory Committee

Gene Mahon, <i>Chairman</i>	2016
Diane Reis Flaherty	2016
Henry Stanford	2016
Michelle Langlois	2017
Peter Morrison	2017
Louise Swift	2018
Sean Dew	2018

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council

Nathaniel Lowell	2017
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Zoning Board of Appeals

Edward Toole, <i>Chairman</i>	2019
Kerim Koseatac	2016
Susan McCarthy	2017
Lisa Botticelli	2018
Michael O'Mara	2020
<i>Alternate Members</i>	
Jim Mondani	2016
Mark Poor	2017
Geoffrey Thayer	2018

APPOINTMENTS BY TOWN MANAGER

Advisory Committee of Non-Voting Taxpayers

Howard Blitman, <i>Chairman</i>	2018
Louis Bassano	2016
Susan Matloff	2016
Anthony F. Walsh	2016
Donald Green	2016
David Brown	2017
William Sherman	2017
Robert Lucas Fischer	2017
Peter J. Kahn	2017
Justin Strauss	2018
Peter E. Halle	2018

Commission on Disability

Milton Rowland, <i>Chairman</i>	2017
Vacant	2016
Penny F. Snow	2016
Georgia Ann Snell	2017
Jeanette Topham	2017
Karenlynn Williams	2018
Maribeth Maloney	2018

Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>
Charles J. Gardner, <i>At-Large</i>
Arthur Gasbarro, <i>At-Large</i>
Mark McDougall, <i>Fire Chief</i>
Silvio Genao, <i>Department of Public Works</i>
Lt. Jerry Adams, <i>Nantucket Police Department</i>
Milton Rowland, <i>Commission on Disability</i>

COUNTY AND STATE OFFICERS

County Commissioners

Robert DeCosta, <i>Chairman</i>	2017
Rick Atherton	2017
Dawn E. Hill Holdgate	2018
Tobias Glidden (2016) – succeeded by James R. Kelly	2019
Matthew G. Fee	2019

Deeds, Registry of

Jennifer Ferreira, <i>Register</i>	2018
Kimberly Cassano, <i>Assistant Register</i>	
Amanda Furtado, <i>Administrative Assistant</i>	

Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2018
Colleen S. Whelden, <i>Case Specialist</i>	

District Court

Thomas S. Barrett, <i>First Justice</i>
Deborah A. Dunn, <i>Associate Justice</i>
Donald P. Hart, <i>Clerk-Magistrate</i>
Jennifer Pease, <i>Chief Probation Officer</i>
Jennifer Kryger, <i>Probation Officer</i>
Linda Aguiar, <i>Probation Case Coordinator II</i>
Jennifer Larrabee, <i>Head Administrative Assistant</i>
Pasha Struncis, <i>Case Specialist</i>

Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2020
Sarah E. Maxwell, <i>Case Specialist</i>	

APPOINTMENTS BY COUNTY COMMISSIONERS

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board

Robert F. Ranney	2018
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NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2018
Edward J. Markey, <i>US Senator</i>	2020
William Keating, <i>US Representative</i>	2016
Timothy R. Madden, <i>State Representative</i>	2016
Daniel A. Wolf, <i>State Senator</i>	2016

GENERAL GOVERNMENT REPORTS

BOARD OF SELECTMEN

The mission of the Board of Selectmen is to serve the community by providing clear, concise goals and policies that ensure quality in the delivery of Town services, long-term planning, and improve efficiencies in the operation of Town government.

The Board manages its activities by holding weekly meetings and issue-specific workshops, interfacing with the Town Manager, and committee participation. In addition to making committee appointments, individual Board members serve as Board liaisons to many committees. The Board also serves as County Commissioners, Regional Transit Authority Advisory Board, Police Commissioners, Board of Public Works, and Sewer Commissioners. At each Board meeting, members report on the actions and direction of the committees on which they serve.

The Board exercises its duty to hear and decide upon license applications as may be provided by Town bylaws, or by Special or General Laws. In its deliberations, the Board attempts to balance access to food and alcoholic beverage services, and entertainment with the concerns of neighbors with noise and congestion.

The Board votes to approve or disapprove Town contracts, contract amendments, contract terminations, and contract enforcement actions proposed by the Town Manager. This activity gives the Board the opportunity to monitor and track progress on projects.

Long-range planning is a component of the Board's mission. Beginning in April, the Board regularly allocated time to discuss elements of a plan, the process of developing the plan, and major topics to cover in a plan. In the end, the Board agreed on the following five areas of focus:

1. Infrastructure
2. Financial
3. Housing
4. Environment
5. Health and Human Services

The Board plans to expand on these areas of focus at a strategic planning retreat scheduled for May, 2017. Input and feedback from the community is critical to the success of any municipal strategic plan. Opportunities to hear from citizens are built into this process.

For several years, previous Boards have considered the future of Our Island Home. Continued deterioration of the existing building results in higher operating costs, and raises concerns about the ability to offer a safe environment for residents. The Board carefully considered recommendations from Town Administration, architects, engineers, and consultants expert in the planning and operation of nursing homes with today's best practices. The Board listened to many in the community with a strong preference to build a new facility on the existing site. When building on the existing site proved to be too disruptive to the residents, the Board voted unanimously in May to build the new facility on Town-owned land off Miacomet Road, and adjacent to Sherburne Commons.

The housing crisis facing Nantucket factored high on the Board's list of priorities. The 6 Fairgrounds Road project, working with a developer to build affordable housing on Town-owned land, is the best example. In the Request for Proposals expected to be issued in fiscal year 2017, the Board will seek to balance what can at times appear to be competing priorities. To preclude the arrival of an "unfriendly" 40B development, the Town must add to its subsidized housing inventory (SHI). At the same time, the Board wants a project that will allow for a local preference, geared to municipal employees with incomes too high to qualify for the SHI list.

Several initiatives considered by the Board throughout the year related to water quality. The Board spent months in the fall and winter of fiscal year 2016 discussing the sewer projects recommended in the Comprehensive Wastewater Management Plan (CWMP) – specifically, sewer extension projects to areas known as "Nantucket Harbor Shimmo/Plus" and Madaket/Warren's Landing/Somerset. The Board established a Sewer Planning Work Group in fiscal year 2015 and the group provided a report as to how to fund the projects. There were differing opinions on this as well as whether or not to put forward both projects at the same time. In the end, the Board determined that the Nantucket Harbor Shimmo/Plus project would be put forward at the 2016 Annual Town Meeting and the Madaket/Warren's Landing/Somerset project would be put forward at a special town meeting in the fall. The Nantucket Harbor Shimmo/Plus project passed at both the annual town meeting and the ballot, and the engineering of the project is underway. While the Madaket/Warren's Landing/Somerset project passed at town meeting, it failed at the ballot. As a result, the Town is investigating all options to improve water quality in the area.

The Town's ability to consider any major project requires a sound financial base. The Board reviews operating results quarterly and can make adjustments if necessary to meet our financial goals. The financial indicator dashboard, Muni-Watch, is a new tool that informs the Board on local, regional and national economic indicators. The Board also adopted a comprehensive set of financial policies. The Audit Committee reviewed the annual operating results, and engaged with the auditor and management in the evaluation of internal accounting procedures and controls. The auditors again issued a clean opinion for fiscal year 2016 as well. The committee reviewed progress on implementing recommendations from the last audit, and recommendations from the current audit. The committee was satisfied with the progress made in both areas.

The Board recognizes and thanks each department and the entire staff of Town employees who so ably serve the needs of the community.

The Board serves at the pleasure of citizens of Nantucket. The Board solicits and welcomes input and feedback to better inform the work of the Board.

Respectfully submitted,

Jim Kelly
Chairman

HUMAN RESOURCES DEPARTMENT

This past year the Human Resources department was focused on the completion of several significant objectives. The department successfully addressed the majority of items brought to the Town's attention with the completion of the FY 2015 operational assessment of the Human Resources function. We will work to close the balance of the suggestions this current fiscal year although several items will require additional time due to the scope and complexities of the recommendation.

The first year of reporting with regard to the Affordable Care Act was time consuming and tedious. The filing required gathering extensive amounts of data that had to be vetted and uploaded in specific formats. The Town of Nantucket was one of the first municipalities in southeast Massachusetts to complete and submit the filing, ultimately a month prior to the deadline. Although only a department of two, focus was placed on greater employee engagement in an effort to better support Town employees, residents and guests. The Town has seven bargaining units whose contracts expire on June 30, 2017. With Human Resources designated as the lead negotiator we started to prepare negotiation material and work with Town legal counsel.

The sustained growth in the local and regional economies has, again, placed an emphasis on the staffing of seasonal, part-time and full-time employees. The lack of affordable housing on Nantucket continues to pose increased and more complex recruitment and retention challenges which we are working to address with various island stakeholders. Several training and development workshops were provided for Town employees such as respect in the Workplace, Communication and Supervisory skills, in addition to a few department focused initiatives.

The employee population, inclusive of seasonal employees, reached a high of 1,135 and we're forecasting another year of modest growth in the employee base FY 2018 which is required so we may provide exceptional service to our residents and guests.

The Town offered a segment of employees and retirees a Blue Cross Blue Shield HMO as well as the opportunity to enroll in a flexible spending account to alleviate the increased costs of medical benefits. The Town will continue to research and consider different avenues to mitigate cost increases associated with healthcare.

Additional noteworthy accomplishments included the search for a new Fire Chief, Director of Health and Director of Culture and Tourism. In an effort to improve efficiency and productivity we implemented a cost effective electronic document authorization software program. A special effort was placed on improving communications with employees, union leadership and retirees. The Human Resources department continues to write and distribute a monthly newsletter that is distributed electronically to all Town and School employees as well as retirees. The Nantucket Employee Empowerment Team (NEET) sponsored several events including gathering clothes and other needed items for Our Island Home and the Saltmarsh Senior Center as well as food for The Food Pantry. Several other initiatives were supported throughout the year which both benefited the community and recognized the dedicated service of employees.

The focus for the upcoming fiscal year will be recruitment, increased focus on accountability, personnel policy implementation and administration, training and implementation of an employee self service benefits and administration program. We will build upon a very successful year where the foundation of the Human

Resources function was significantly bolstered and breadth of services broadened. The Human Resources department will continue to provide exceptional levels of administration and support for all aspects of Human Resources function such as employee relations, training, compensation, performance management, recruiting, employee benefits, retiree benefits, occupational injuries/workers compensation, personnel records, family medical leave, benefit coordination, medical cost analysis and related core activities.

Respectfully submitted,

Stephen R. Tuzik
Human Resources Director



INFORMATION TECHNOLOGY

The Information Technology Department is responsible for the implementation and maintenance of the technological environment for the Town of Nantucket. This consists of three main areas: communications infrastructure, hardware, and software applications.

The synchronization of all of these areas provide the basis for the technology services used by the Town of Nantucket and support our goal to provide a reliable, secure computing environment that facilitates the use of technology to deliver a more effective and efficient government to the citizens and business community of Nantucket. Our infrastructure is built around a fiber backbone and internet service providers with a redundant wireless wide area network. Our hardware primarily consists of servers, computers and printers which provide core services such as email, file sharing, printing and desktop computing. We support a

variety of software platforms, including desktop software and operating systems and larger core applications such as the Town's email system, the municipal financial system (MUNIS) and the Geographic Information System (GIS).

The following is a summary of the initiatives that were achieved during the 2016 fiscal year.

Starting in the fall of 2015, a team was formed with representatives from Information Technology, Planning and Land Use Services (PLUS), Business Licenses, Town Administration, Public Works, Health, Town Clerk and Finance to evaluate e-permitting software solutions. Our main objectives are to:

- streamline the application process by allowing citizens to apply electronically for new permits and to track the status of their permits;
- automate the application approval process by enabling electronic approvals;
- provide faster and more flexible retrieval of permit information.

Four software products were evaluated and EnerGov, from Tyler Technologies, was selected as the best solution to meet our current and future licensing and permitting needs. The contract to proceed with implementation was signed on June 1st. Work began immediately, focusing on the setup and configuration of Business Licenses and PLUS related permits.

An updated GIS website, hosted by Applied Geographics, was launched in November, 2015, providing an updated user interface, faster image rendering and improved search functionality. Since its launch, there have been additional enhancements for mobile devices, search features, a more robust drawing toolset and easier access to Assessor property information.

A number of network infrastructure projects were completed during the year including:

- Upgrades to the 20 South Water Street building to accommodate the new Nantucket Regional Transit Authority offices;
- New network services to support the newly renovated Brant Point Hatchery building;
- Voice over IP (VOIP) services for Natural Resources, Human Services and Wannacomet Water;
- New fiber communication links to Our Island Home and Wannacomet Water and fiber endpoint relocations to the main datacenter in the Public Safety Facility enabling higher and more dependable transmission speeds.

We have implemented our new cloud-connected email archiving system allowing for optimized email storage and powerful retrieval and search capabilities. Historical user files are currently being imported into the system providing a single source for email retrieval.

A number of new servers were installed during the year following our IT capital replacement plan. Two servers are in the pre-deployment stage in preparation for version upgrades to our financial software system (MUNIS) and the Assessor's software system (VISION).

Plante Moran was selected as the vendor of choice to perform an Information Technology Assessment to assist with defining a technology road map for future initiatives. Surveys, interviews and visioning sessions were conducted and a draft summary of findings was provided with preliminary strategic goals and project prioritization recommendations.

A total of 1,891 Helpdesk requests were handled in 2016. Ticket status notifications to users was put in place in August to streamline the Helpdesk process and improve ticket assignments and prioritization.

Town GIS Services logged 60,069 visitors to the on-line GIS website, prepared 49 maps for Annual and Special Town Meetings, and fulfilled 276 map requests for Town departments and the public.

Michael Alvarez was hired to join our staff as a full-time employee, assisting with the support of the Town's network environment, software applications and hardware. Mike has also taken on the primary support role for the Town's website and video recordings.

I would like to take this opportunity to extend my sincere appreciation to my staff for all of their efforts throughout the year. As well, I would like to thank all Town departments for their continued support.

Respectfully submitted,

Linda Rhodes
Information Technology Manager

NANTUCKET ISLANDS LAND BANK

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the island for use and enjoyment by the general public. Funding for the program is derived primarily from a 2% transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2016 yielded \$18,878,495 in transfer fee revenue compared to last year's \$19,256,966. The Land Bank acquired 128.21 acres of land at a cost of \$19,237,500. The Land Bank now owns 3,103 acres with an additional 503.4 acres permanently protected by conservation restrictions held either alone or in conjunction with the Nantucket Land Council. Since inception, the Land Bank has spent \$282,216,201 on land purchases on the island.

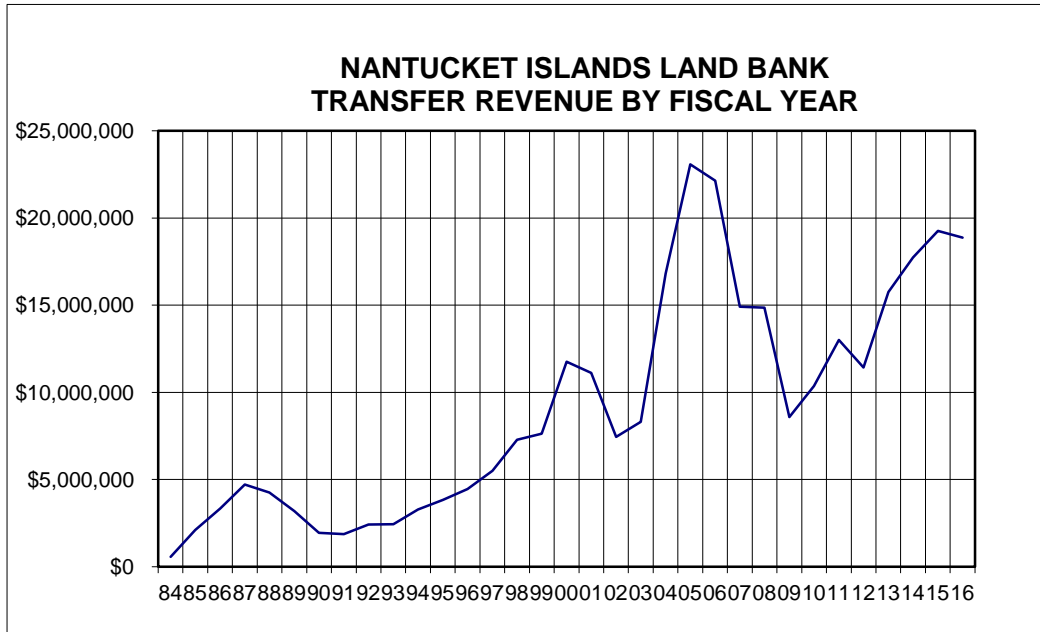
Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

Robert L. Gardner	April 2017
Allen B. Reinhard	April 2018
John J. Stackpole	April 2019
Richard J. Glidden	April 2020
Neil Paterson	April 2021

The Commission received full-time staff support from Executive Director Eric Savetsky (since 1997); Assistant Director Jesse A. Bell (since 2008); Administrator/Finance Manager Susan C. Campese (since 2010); Property Management Supervisor Jeffrey W. Pollock (since 2003); Property Manager Robert W. Earley (since 1997); Property Steward Richard Schraff (since 2015); and several seasonal employees. Part-time staff support was provided by Environmental Coordinator Rachael Freeman (since 2014); Assistant Administrator Marian Wilson (since 2014); and Environmental Assistant Shea Fee (since 2015).

REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 1,122 real property transfers having a total gross value of \$941,640,306 compared to last year's \$961,648,318. The following graph shows transfer fee revenues since the Land Bank's inception in 1984:



SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2016 financial summary is shown below:

Assets:

Undesignated Cash and Equivalents	\$4,485,159
Designated Cash and Equivalents	\$5,097,529
Designated Investments	\$7,728,494
Receivables	\$175,340
Inventory and Other Current Assets	\$427,680
Land and Conservation Rights	\$288,613,803
Buildings and Equipment	\$17,444,343
	<hr/>
	\$323,972,348

Liabilities:

Notes Payable	\$4,500,000
Bonds Payable	\$22,381,245
Other Payables and Liabilities	\$2,386,618
	<hr/>
	\$29,267,863

Net Assets	<u>\$294,704,483</u>
Revenues:	
Land Bank Transfer Fee	\$18,878,495
Golf Operating	\$4,127,040
Donated Land	\$8,905
Other Income	\$1,110,414
Interest Income	\$118,902
Unrealized Gain	<u>\$147,448</u>
	\$24,391,204
Expenses:	
Land Bank Operating	\$2,385,986
Golf Operating	\$4,485,623
Land Bank Interest	\$863,175
Golf Interest	<u>\$79,933</u>
	\$7,814,717
Net Income	<u>\$16,576,487</u>

LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 128.21 acres to its holdings during fiscal year 2016. A brief description of each new acquisition and its purchase price is listed in chronological order as follows:

Miacomet Park (\$2,500)

An additional small interest in Miacomet Park was acquired.

48 South Cambridge Street (\$1,500,000)

This 1.4 acre property located on Long Pond provides scenic vistas of the pond and is ideally suited for bird watching and enjoying views of the pond. The Land Bank is currently in the permitting process for a small dock to provide public access to the pond for fishing and kayaking.

Miacomet Road Parcel, East Side of Pond (\$150,000)

This 0.57 acre property abuts other Land Bank property to the north and is directly across from another Land Bank property on the west side of Miacomet Pond.

7 Massasoit Bridge Road (\$7,000,000)

The Land Bank worked collaboratively with the Town, Land Council, Community Preservation Committee, Madaket Residents Association, Madaket Conservation Association, and several Sheep Pond Road residents to acquire this 92 acre property in the Head of Plains. The property contains a wide variety of ecotype plant communities including huckleberry heathland, sandplain heathland, and huckleberry scrub oak heathland. It is also surrounded by other conservation land, ensuring that this vast area will remain open forever.

27 Easy Street (\$5,600,000)

This 0.18 acre property located on the waterfront in the heart of downtown was viewed as an ideal location for a small waterfront park, with its iconic views of Old North Wharf and proximate location to the Steamship dock. With the creation of a new park the Land Bank aims to improve the gateway entrance to Nantucket from the Steamship, and provide some relief in an area which experiences heavy pedestrian traffic in the summer.

21 Crooked Lane (\$2,150,000)

This 18.7 acre property contains approximately 1.5 miles of established trails winding through upland and wetland habitats dominated by woody plants. The wetland areas contain winterberry and sweet pepperbush, while the upland is primarily a mixture of large shrubs like arrowwood, black cherry, bayberry and oak species.

West Chester Street, Parcel 1 (included in 21 Crooked Lane acquisition)

This small 0.2 acre parcel abuts, and was acquired in connection with, the 21 Crooked Lane acquisition.

64, 66, 68 Polpis Road (\$2,800,000)

These three parcels totaling 6.26 acres are contiguous to the Land Bank's existing agricultural property leased to Moors End Farm. The property was viewed as a perfect fit for the Land Bank, as it expands the acreage of an existing farm and preserves the pastoral character and scenic views of farmland along Polpis Road in perpetuity.

19 Grove Lane (\$35,000)

The Land Bank acquired this 0.9 acre property consisting of a mix of upland and wetland because it directly abuts other Land Bank holdings and other conservation land in the area.

PROPERTY MANAGEMENT

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brush cutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties. In addition to these annual activities the following projects were completed:

Codfish Park Playground - completed construction of this new playground and park with the generous support of area residents

'Sconset Golf Course – a putting green was installed by the clubhouse

27 Easy Street - removed building from property opening up harbor views

In addition, accessible parking spaces and outdoor surfaced areas were created for persons with disabilities to be able to visit and enjoy the outdoors at Cisco Beach and Lily Pond, with similar improvements planned for Land Bank properties on East Creek Road, North Cambridge Street and South Cambridge Street.

Respectfully submitted,

Allen B. Reinhard
Chairman

LEGISLATIVE UPDATE

I am once again incredibly honored to be serving the Island of Nantucket in the Massachusetts House of Representatives. I would like to thank my terrific staff, Rebecca Rocheleau, Lorre-jo Joyce and Kaylea Moore, for their assistance and passion for advocating on behalf of our constituents on Nantucket.

In the last fiscal year, several home rule petitions made it through the House of Representatives. These were bills related to the Nantucket Memorial Airport fuel account; the Nantucket Historic District Commission, which changed the member positions from appointed to elected; and multiple land conveyance bills, one for school-use purposes.

I also filed a bill regarding sewer betterment assessments that was signed into law and has the potential to be significant for the Town of Nantucket. The legislation allows betterment payments to be spread out over 30 years instead of 20 and lowers the interest rate from 5% to as little as 0%, which could save municipalities such as Nantucket millions of dollars.

In addition, two amendments affecting Nantucket were included in the FY 2017 budget. The first amendment allocated funds for shellfish propagation in Nantucket County, and the second provided additional funds for a voucher program through Nantucket Cottage Hospital to assist residents with transportation to off-island medical appointments.

I would like to conclude by thanking the citizens of Nantucket for being an involved and active community. I am very proud to represent our Island and the district as a whole in Boston.

Respectfully submitted,

Tim Madden
State Representative
Barnstable, Dukes and Nantucket

DEPARTMENT OF MUNICIPAL FINANCE

The Department of Municipal Finance includes Assessing, Collections, Treasury, Accounting, Budget and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually. The department provides staff support to the Abatement Advisory Committee, Ad Hoc Budget Committee; Audit Committee; Capital Program Committee; and Finance Committee.

Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile, and verify data for the valuation of all real estate and personal property, a total of 18,325 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market based ratio studies and statistical analyses. Fiscal Year 2016 assessed values for all property were as follows:

Residential properties	\$19,250,070,530
Commercial	988,753,099
Industrial	51,031,421
Open Space	11,465,100
Personal property	232,693,446
Total taxable property	\$20,544,013,596
Exempt property	3,597,048,800
Total property assessed value	\$24,141,062,396

Total taxable property increased by \$2,362,588,427 or 13% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2016 was \$65,801,036, an increase of \$2,717,181 or 4.30%. The increase came from the allowable Proposition 2½ % increase, which yielded revenue of \$1,577,096 and certified new growth which yielded revenue of \$1,140,085.

Levy Base (previous fiscal year's Levy Limit)	\$60,083,855
Proposition 2½	\$1,577,096
Revenue from Certified New Growth	\$1,140,085
Fiscal Year 2016 Levy Limit (next fiscal year's Levy Base)	\$65,801,036
Debt Exclusion	\$6,628,660
Fiscal Year 2016 Maximum Levy	\$72,429,696

The actual tax levy for FY 2016 was \$69,636,374, an increase of \$3,306,421 or 4.98% over the previous year. Property tax abatements granted on the 2016 tax levy during the abatement period totaled \$643,229.23, or 0.92% of the levy.

Tax rates for fiscal year 2016 were:

Residential	\$3.36
Open Space	\$3.22
Commercial	\$5.93
Industrial	\$5.93
Personal Property	\$5.93

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2016 was \$15.10. Nantucket's composite tax rate was \$3.39. This is the rate that would be charged if the community used a single rate structure. One penny on the composite tax rate yielded \$197,608 compared to \$181,814 in fiscal year 2015.

A residential exemption is available for year-round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Board of Selectmen as part of the Tax Classification Hearing. For the fiscal year 2016 the exemption voted was 20% of the average residential value or \$362,525. There were 2,205 properties that qualified and received this assessment credit on their tax bills for fiscal year 2016. Average values and taxes on residential properties are listed in the next chart.

	Assessed Value	Less: Residential Exemption	Taxed Value	Real Estate Tax
Nantucket year-round residential	\$1,171,288	\$362,525	\$808,763	\$2,717
Massachusetts average residential ¹	\$432,391	N/A	\$432,391	\$6,529
Nantucket all residential	\$1,812,624	N/A	\$1,812,624	\$6,090

¹<https://dls.gateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=SingleFamilyTaxBill&ReportTitle=Statewide%20Average%20Single%20Family%20Tax%20Bill>. State average does not include Nantucket and the 107 other communities that have a split residential/commercial tax rate.

Collections

The Collector's office personnel (Collector plus 2 ½ positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments, and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills, in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at http://www.nantucket-ma.gov/Pages/NantucketMA_Tax/index.

In 2016, tax collections using the online bill pay and in office services were \$69,288,111 or 99% of the levy. This amount includes collections of delinquent taxes and tax liens. Property tax revenue represented 81% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2016 is as follows, shown with fiscal year 2015 for comparison:

Other Revenue	2016	2015
Excise Taxes – motor vehicle, room, boat, meals	\$7,137,546	\$6,501,936
Charges for services – copies, Municipal Lien Certificates	\$35,103	\$40,656
Licenses, permits, rentals and fees	\$3,383,924	\$2,707,219
Penalties, interest, fines and forfeits	\$1,124,405	\$1,328,980
Other income	\$1,076,929	\$877,068
State funding	\$3,180,702	\$2,342,711
Total other revenue	\$15,938,609	\$13,798,570

Treasury

The Treasurer's office personnel (Treasurer plus 2 ½ positions) process payroll and accounts payable for the Town, County, NRTA and Land Bank, issue all new debt, invest Town funds as allowable by law, collect on or close lien tax accounts, make all debt service payments and work with the Town's financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's 2016 EQV is \$21,682,664,300, the fourth highest in the Commonwealth, and the debt limit is \$1,084,133,215.

The Town's long-term debt outstanding on June 30, 2016 consists of Governmental Funds debt of \$32,177,800 and Enterprise Fund debt of \$98,156,220. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short term borrowing at year end, which was converted to long term debt prior to the issuance of the audit report, is reported as long term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP)). This chart does not follow GAAP reporting conventions.

	Audited Balance				Audited Balance
Description	06/30/2015		Additions	Reductions	06/30/2016
Governmental Funds	\$32,911,200		\$5,860,709	\$8,813,400	\$29,958,509
Enterprise Funds:					
Wannacomet and Siasconset Water	\$24,241,800		\$2,051,000	\$2,218,000	\$24,074,800
Nantucket Memorial Airport	\$11,300,000		\$144,000	\$820,000	\$10,624,000
Sewer	\$61,426,020		-	\$3,236,297	\$58,189,723
Solid Waste	\$455,000			\$40,000	\$415,000
Total Enterprise Funds	\$97,422,820		\$2,195,000	\$6,314,297	\$93,303,523

Total Long Term Debt	\$130,334,020	\$8,055,709	\$15,127,697	\$123,262,032

Governmental fund debt consists primarily of General Fund debt, and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.564%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position.

Changes in authorized but unissued debt during fiscal 2016 were:

Authorized but unissued debt:	Balance 06/30/2015	Additions	Reductions	Balance 06/30/2016
Governmental Funds	\$59,100,000	\$11,289,319	\$1,737,000	\$68,652,319
Enterprise Funds:				
Siasconset Water	\$0			\$0
Wannacomet Water	\$6,100,000	\$3,671,000	\$2,051,000	\$7,720,000
Nantucket Memorial Airport	\$7,172,113	\$4,289,012	\$944,000	\$10,517,125
Our Island Home	\$0			\$0
Sewer	\$13,106,413	\$48,050,000	\$306,413	\$60,850,000
Solid Waste	\$2,133,000	\$500,000		\$2,633,000
Total Enterprise Funds	\$26,378,526	\$56,010,012	\$5,038,413	\$79,087,125
Total Authorized but Unissued:	\$87,611,526	\$69,514,331	\$5,038,413	\$152,087,444

Reductions of authorizations include debt issuance (not previously borrowed short term) and actions by Annual Town Meeting.

Accounting

The Accounting office personnel consist of the Assistant Town Accountant and four full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for 70 funds totaling \$245.4 million at the beginning of fiscal year 2016. Major funds include the General Fund (\$32.8 million); Town capital projects funds (\$2.1 million); Long-Term Debt (\$48.9 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$161.5 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$8 million) and Nantucket County (\$4.2 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds, and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third party independent audit firm for both the Town and County. The FY 2015 audit was completed on with a fourth consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion, means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity with GAAP.

During FY 2016, most of the Accounting Division's focus was on the continued work around internal controls which needed to be strengthened as outlined in the FY2015 and FY2016 Audit Management Letter and Operational Review findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund, and trusts) on a monthly basis. The FY 2016 Management Letter identified no material weaknesses and six other findings.

The findings corrected in FY 2016 consisted of the following: Monthly Reconciliation of Airport Receivables with the Town, Payroll processing, Posting of Water and Sewer Receipts, Health Insurance Trust Payments and Capital Assets reconciliations.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2016 include but are not limited the completion and submission of the Comprehensive Annual Financial Report (CAFR), continued contributions to the Other Postemployment Benefits (OPEB) trust, and a review of the purchase order policy.

Budget

The Budget office personnel consists of one full time position and is assisted by the Director of Finance to maintain budget records for all budgetary fund and account groups, provide financial analysis during union negotiations, and support department heads and Town Administration during the annual budgetary process.

The Massachusetts Department of Revenue certified the Town's FY 2016 Municipal Budget in the amount of \$128.9 comprised of \$88.2 million from the tax levy and other general revenues, \$7.4 million from Free Cash, \$5.4 million from other special revenue funds, and \$33.9 million from Enterprise and Community Preservation Funds.

The FY 2016 General Fund budget was \$71.4 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances, and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local and state legislation. The amount budgeted in FY 2016 for Revolving Funds were \$6.2 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2016 was \$5,510,000 comprised of \$3,229,621 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the General Fund in the amount of \$1,580,379 for operations and \$700,000 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our Island Home; the FY 2016 total provided from general tax revenue was \$2,295,000. In FY 2016 the Nantucket Memorial Airport did not require a subsidy from the General Fund. It is important to note, the Nantucket Memorial Airport subsidies from tax revenue were anticipated to be temporary and the Airport

Commission has committed to work with the Board of Selectmen on a repayment schedule to the General Fund over the ensuing fiscal years.

Department Highlights

FY2016 was a year of growth in the Finance Department. We added a key position in the department with the addition of Julia Lindner as our Financial Analyst. This position will be responsible for working with all departments in the development of a financial forecast. This forecast will be modeled to look out over the next five to seven years. This is a very important step as the Town continues to grow, and the demand for services continues to increase. We continued to make progress in the addressing of the management letter comments. During FY 2016 we completed the Town's second submission of the Comprehensive Annual Financial Report (CAFR) for year ended June 30, 2015. The Town also submitted this report to the Government Finance Officers Association (GFOA), for participation in their Financial Reporting Excellence Award program. I am pleased to say during FY 2016 we were notified that we had achieved this award for the second consecutive year, making us one of only 24 communities in the Commonwealth to prepare, submit and receive the award. The report is available on the Town of Nantucket website.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Board of Selectmen, Finance Committee, Audit Committee, Ad Hoc Budget Work Group, Board of Assessors, Capital Program Committee, Town, School, and Enterprise Fund departments for your continued support during FY 2016. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Brian E. Turbitt
Director of Municipal Finance

NANTUCKET ENERGY OFFICE

In FY 2016, the Town's Energy Office conducted professional and technical tasks related to municipal and island-wide energy policies, practices, and projects that deliver significant taxpayer savings through reduced energy costs, while contributing to overall community sustainability and economic development.

In FY 2016, Town facilities consumed 12,179,133 kWh of electricity (2% increase over FY 2015), 137,692 gallons of heating oil (-22.5% less than FY 2015), and 38,226 gallons of propane (-1.5% less than FY 2015) at an overall cost of \$2,538,265 (-1.3% less than FY 2015). There were above average temperatures in Nantucket during the months of December through March 2016.

Among the achievements of the Energy Office in FY 2016 were the following:

- Oversaw the installation of wifi thermostats within the all-electric Planning and Land Use Services Building. By managing the thermostat set-points and calendar schedule, electricity usage decreased 37%, saving the Town over \$25,000 in electricity costs.
- Helped Our Island Home to contract for various mechanical upgrades such as new boilers, at a price far below budget and nearly \$300,000 less than the original estimate. Secured over \$30,000

in utility incentives towards the system upgrades which are mandated for residential health and safety.

- Helped the Natural Resources Department to secure \$4,630, or 55% of the equipment cost for new, high-efficiency LED algae grow lights at the new Shellfish Propagation Facility.
- Secured \$35,000 from the MA Dept. of Energy Resources (DOER) grant to fund the Energy Office through FY 2016.
- Worked with the Town IT Department to identify and implement energy saving power management settings on all municipal employee computer monitors, estimated to save up to \$100 per computer per year.
- Sold 179 Renewable Energy Certificates generated by the wind turbine at the high school at a cost of \$9,951 for the Town. By the end of FY 2016, the 100kW wind turbine at Nantucket High School had generated 905 MWh, equating to approximately \$181,000 in avoided electricity costs and \$51,107 in Class 1 Renewable Energy Certificate (REC) sales.
- Rebid the Town's electric supply in November of 2015 to lock into historically low wholesale electricity prices. The new rate of \$.08292 KWh is nearly 2.5 cents lower than the previous contract price of \$0.10703, which has resulted in savings over National Grid's basic service rate.
- Won a \$5,000 grant award from the MassDEP to apply towards the Town's purchase of a Ford Fusion Plug-in Hybrid Vehicle (PHEV) through the MasseVIP program-- the first electric vehicle in Town's municipal fleet.
- Was awarded a \$5,000 grant to fully fund a solar hot water feasibility study at Our Island Home.
- Successfully applied for and received solar analysis assistance by the National Renewable Energy Laboratory (NREL) to evaluate the technical and economic viability of solar photovoltaics (PV) and battery energy storage to cost-effectively reduce the Island's peak electrical demand.
- Surveyed opportunities for solar PV installations on Town buildings and land. Led efforts to create and launch a Nantucket Electric Aggregation Program to secure a less expensive and greener electric supply for Nantucket electric customers.
- Worked with National Grid to identify methods for reducing growth in electrical demand during peak periods in order to defer the need for a third underwater electric cable from the mainland.
- Organized and hosted various community outreach and education events and projects, including: AC Recycling events, "Energy Code" educational workshop series in collaboration with the Nantucket Builders Association, and a WPI research project "Analyzing Energy Awareness, Attitudes, and Alliances" to support the Town and National Grid's efforts to defer the need for a third undersea cable.

Goals for FY 2017 include continuation and expansion of all of the programs listed above to further encourage efficient use of energy on Nantucket through new and innovative means. We are grateful to the Town officials, staff and volunteer supporters who have supported our efforts in past years and we look forward to further success in improving the efficiency of our energy use.

Respectfully submitted,

Lauren Sinatra
Energy Coordinator

TOWN MANAGER

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of town departments; personnel appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Board of Selectmen. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration. A report follows for significant or noteworthy Town Administration activities in FY 2016.

A number of personnel changes occurred with department head and other management positions in Town Administration during FY 2016:

Personnel/Staffing

Human Resources

In early FY 2016, we hired Stephen Tuzik as our new Human Resources Director. Steve has extensive experience in the personnel field, including collective bargaining, with several large national and international corporations. He has a Master's degree in Business Administration. We are looking forward to working with him and are glad to welcome him to the Town.

Public Health Department

Toward the end of FY 2015, long-time Health Officer (37 years!) Richard Ray, retired. A "thank you" to Richard was included in the FY 2015 Town Report, at the end of which it was noted that we were very close to selecting Richard's replacement. Shortly after the start of FY 2016, Roberto Santamaria was hired as the new Director of Public Health. Roberto came to us with Master's degrees in Public Health and Business Administration, a Bachelor's degree in the field of Biology and several years of experience with municipal government. Welcome, Roberto! Artell Crowley remains the Assistant Director with additional responsibilities related to septic systems; Kathy LaFavre moved from managing the Health Department administration to becoming an additional Inspector for food service, housing and other Health Department inspections. Anne Barrett, formerly in the PLUS office, filled Kathy's former position.

Fire Department

Fire Chief Mark McDougall retired in September of 2015. We had engaged a search firm to assist with filling Mark's position earlier in the year. Paul Rhude was hired and began work the first week of September, 2015. Paul comes to us from the Centerville Osterville Marston's Mills ("COMM") fire district. Paul will have his hands full with the new Fire Station project, addressing Fire Department staffing issues and developing a proposal to upgrade our emergency medical services from Basic Life Support ("BLS") to Advanced Life Support ("ALS"). Closer to the end FY 2016, Captain Stephen Murphy was appointed by Paul as the Deputy Fire Chief. We look forward to working with both of them. Meanwhile, we sincerely thank Chief McDougall for his service to the Town – his dedication and commitment to the Town of Nantucket is greatly appreciated and respected. Thank you, Mark! In mid FY 2016 Jeanette Hull, long-time Office Administrator at the Fire Department also retired after many dedicated years with the Town. Best wishes Jeanette!

Finance Department

Martin Anguelov, Assistant Budget Director, took the position of Business Manager for the Nantucket Public Schools upon the retirement of long-time Business Manager Glenn Field. We wish both Martin and Glenn

best of luck in their new endeavors. Lynell Vollans, formerly of the PLUS Department, was hired as Assistant Finance Director. Lynell brings a strong accounting and budgeting background with her and is instrumental in the Town's annual expense and capital budgeting process as well as serves as liaison to the Finance Committee. Welcome back, Lynell!

Department of Culture and Tourism

Melissa Murphy became our new Director of the Department of Culture and Tourism (formerly known as "Visitor Services") in March of 2016. Prior to joining the Town, Melissa was the Executive Director of the Dreamland Theatre. Melissa quickly introduced some new programs, including the Ambassador Program, which utilizes volunteers (including students) to help our visitors with questions about the island. Melissa was working on a number of other initiatives as we moved into FY 2017, including an operational assessment of the department by an outside consultant. We extend special thanks to former Director Kate Hamilton for her years of service to the Town and wish her all the best in her new endeavors. Thank you, Kate!

2016 Town Meetings/Budget

The 2016 Annual Town Meeting was held on Saturday, April 2, 2016. The Town Meeting warrant contained 107 citizen and town-sponsored articles, including appropriations, zoning, real estate dispositions, bylaw amendments and home rule petitions. Of the 107 articles, approximately 22 were called for discussion. The FY 2017 General Fund budget as approved by the 2016 Annual Town Meeting was \$75,890,799 -- an increase of about 6% over FY 2016. Approved General Fund capital projects for FY 2017 totaled approximately \$10,600,000 mostly for infrastructure repairs, maintenance and capital improvements for Town and School buildings and equipment. These expenditures were funded from free cash, unexpended prior year capital articles and the General Fund operating budget. Property taxes were not increased to cover any of these projects. Other noteworthy articles included:

- Article 18 - Sewer extension project for \$41,000,000
- Article 82 - Home Rule petition for real estate transfer fee for affordable and workforce housing
- Article 86 - Charter Amendment to impose term limits on elected officials

The sewer extension project was approved by the Town Meeting, after an amendment to the Finance Committee motion which eliminated authorizing the Board of Selectmen to assess betterments. The project was subsequently approved by voters at the 2016 Annual Town Election where it was on the ballot as a debt exclusion. This project will extend to sewer to the areas known as "Nantucket Harbor Shimmo" and the "Plus parcels". Maps may be found on the Town's website (<http://www.nantucket-ma.gov/719/Sewer>). Procurement to secure an engineering firm and Owner's Project Manager ("OPM") for the project was underway by the end of FY 2016.

The home rule petition to establish a one-half percent real estate transfer fee on the seller of property (the proceeds of which would go into the Affordable Housing Trust Fund to be used for local affordable and workforce housing efforts) was adopted by Town Meeting and forwarded to the legislature. While the petition made it to the beginning of the legislative process, it did not progress any further.

Article 86, the Charter Amendment, generated a substantial amount of discussion at Town Meeting but in the end was defeated by a hand count of 193 (No) to 104 (Aye).

A complete listing of votes may be found on the Town's website at the Town Clerk's webpage <http://www.nantucket-ma.gov/753/2016-Annual-Town-Meeting>.

While economic conditions have improved and allowed us to begin implementing items that have been put off, we remain cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY 2018-19, we are continuing to review ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

Significant Projects/Issues

Water Quality

Considerable effort continues to be spent on many initiatives all aimed at protecting and improving the Island's water quality (drinking water, harbors and ponds). These initiatives include Board of Health septic system regulations, fertilizer regulation enforcement and outreach, maintaining the Town's sewage pump-out boat for Nantucket Harbor, continuing and increasing water quality testing, among others. As we approached FY 2017, discussions were on-going regarding a fall Special Town Meeting to put forward a sewer extension project to Madaket and Warren's Landing. Town Administration periodically updates the Board of Selectmen during the year as to the status of these initiatives.

Financial Management

A continuing goal is to achieve unqualified audit opinions and improved Auditor's Management Letters. We again achieved an unqualified audit opinion for FY 2016 (final audit report came out in 2017). The final report may be found on the Town's website. The Audit Committee (comprised of Chair and Vice-Chair of the Board of Selectmen and Chair of the Finance Committee) met regularly through the year with the auditor and staff to review audit issues as contained in the management letter to the audit.

In FY 2016, the Finance Director prepared a Comprehensive Annual Financial Report (CAFR) for the second consecutive year. This is a major undertaking and provides the public with just about anything you would want to know about the Town's finances. The report is available on the Town's website at <http://www.nantucket-ma.gov/Archive.aspx?AMID=47>.

Public Buildings and/or Roads

Several projects continued in FY 2016, including:

- Renovation to the Children's Beach concession building. After bids were received that far exceeded the appropriation (\$750,000), the project was put on hold.
- Renovation to the Brant Point Boat House/Shellfish Propagation Facility. This project was substantially complete by the end of FY 2016; however, there is an extensive punch list and issues that were awaiting resolution between the contractor and the architect.
- New Fire Station. By the end of FY 2016, we were preparing to put this project out to bid, after a supplemental appropriation of \$2,000,000 was approved at a Special Town Meeting on November 9, 2015.
- Milk Street bike path extension. This project was also expected to go out to bid in the fall of 2016 with the expectation that the project would be complete for the summer of 2017.
- Our Island Home. This facility is outdated and in declining physical condition. During FY 2016, the Board of Selectmen voted to relocate a new facility to Town-owned property near the Sherburne

Commons assisted living facility, using an alternative operational model known as the “small house” model. The Board’s decision was made after an architect and financial consultants both completed reports on conceptual design, operational expenses, and different models of care. Discussions continued into FY 2017 about this project.

- Bartlett Road bike path. Sections of Bartlett Road bike path that were in poor condition were repaved and widened, with stretches of granite curbing installed. These improvements make a big difference for the many users of this path.
- Sconset rotary and flagpole. The structure surrounding the Sconset rotary was seriously damaged in 2014. As part of the assessment of the damage, the flagpole structure was found to be in deteriorating condition and was removed. Restoration of the site, with a new flagpole has progressed slowly for a variety of reasons not the least of which is the fact that restoration must be specially designed and is costly. At the end of FY 2016 we had resolved to seek Community Preservation Funds in FY 2017 in the hope that funds would be able to be appropriated at the 2017 Annual Town Meeting to complete this project.

Housing

Going into FY 2017, we were in the process of developing a Request for Proposals for a developer to construct affordable and workforce housing at Town-owned property located at 6 Fairgrounds Road.

Strategic Planning

In FY 2017, the Board intends to initiate a strategic planning process. Toward the end of FY 2016, we began to seek a facilitator to help with this process.

Public Outreach

Public Outreach Manager Jason Bridges regularly works to put out current Town information on projects, events, agenda items, announcements on social media platforms including Twitter (@TownofNantucket), Instagram (townofnantucket) and the Town website. He assists several departments with Facebook pages. We also meet with or collaborate with various community groups on an annual or requested basis, including the Nantucket Community Association (annual summer forum in July), Nantucket Town Association and Nantucket Civic League.

I would like to extend my sincere thanks to the Board of Selectmen, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Erika Mooney (Executive Assistant to the Town Manager), Heidi Bauer (Procurement Officer), Katie Cabral (Customer Service Specialist); Jason Bridges (Public Outreach Manager); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their efforts to serve the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson
Town Manager

TOWN CLERK

I attend every conference that is scheduled in order to stay abreast of the ever-changing election laws, and those of our other statutory duties. One of the biggest changes that took effect for the 2016 Presidential Election was “early voting.” Thankfully, the Clerks worked very hard to get the law adjusted so that we were not required to “open our polling place” (currently the High School) ten days prior to the election. We would have had to staff it every day, and hold hours on the weekends. The Commonwealth Clerks, who unfortunately were not consulted before the changes were put into place, were hoping to modify this unfunded mandate, or eliminate it altogether. We saw this as an impossible duplication of effort and expense. After all, our offices are open for absentee voting during roughly the same period of time. We were successful in our lobbying efforts, and saved our communities lots of time, money, and avoided confusion. We are all praying that, by the time you read this, the 2016 elections will be (successfully) far behind us!

By the time you read this, we will have had our new archival shelving system installed. You generously approved funding this at the 2015 Annual Town Meeting with a \$49,000 appropriation, and I am happy to report we came in substantially under budget at around \$30,000. We love visitors, so please drop in any time to see our vault. We would love to show you some of the fantastic items we have archived.



We thank Linda Rhodes, Molly Sprouse, Patrick McGloin, Michael Alvarez and Enoch Sower from the Town's IT Department and Jason Bridges from Town Administration for their continued assistance and unwavering support.

We thank the Board of Registrars: Carolyn Gould, Janet Coffin, and David Goodman; and our stalwart town meeting and election workers. Most especially, we are most grateful for Warden Frank Psaradelis and his son Peter. They work tirelessly for days on end, setting up for, and dismantling our many elections and town meetings. Sheriff Jim Perelman and our beloved Manny Dias make sure that all is in order at the ballot box. All these folks' hard work guarantees that our special events come off without a hitch!



I truly appreciate all the wonderful support and encouragement the Town, the voters, and the residents of Nantucket have given to the Town Clerk's office. The support extended to us by the voters at town meeting, and through our everyday interactions with you all make our jobs the most pleasant we could ever imagine. Thank you all! We look forward to serving you for another year. As always, if there is anything that we may do to serve you better, please let us know.

The bylaws and zoning information for the Town of Nantucket are always available online at <http://ecode360.com/NA0948?needHash=true> and may be accessed directly from the Town website: <http://www.nantucket-ma.gov>.

SPECIAL TOWN MEETING – NOVEMBER 9, 2015

The following is a summary of the articles called and discussed, and the vote taken by the November 9, 2015 Special Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on November 9, 2015. Ultimately, 740 registered voters were in attendance. The meeting was called to order at 6:18 PM.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report: Articles 6 and 7. The meeting was adjourned at 8:59 PM.

Article 1: Zoning Map Change: R-20 to R-5 -- Daffodil Lane and Mayflower Circle; LUG-2 to CN -- Davkim Lane; LUG-2 to R-5 -- Evergreen Way. (Called) Adopted by declared 2/3 majority voice vote.

Article 2: Zoning Bylaw Amendment: Workforce Housing. (Called) Adopted by declared 2/3 majority voice vote.

Article 3: Appropriation: Brant Point Boat House Renovation/Shellfish Propagation Facility. (Called) Adopted by unanimous voice vote.

Article 4: Appropriation: Our Island Home Design of New Facility. (Called) Adopted as amended by Andrews by declared 2/3 majority voice vote.

Article 5: Appropriation: Fire Station. (Called) Adopted by declared 2/3 majority voice vote.

Article 6: Home Rule Petition: Real Estate Conveyances from Nantucket Islands Land Bank to Town of Nantucket. (Not Called) Adopted by declared 2/3 majority voice vote.

Article 7: Correction to Article 7 (Compensation Schedule C) of 2015 Annual Town Meeting. (Not Called) Adopted by declared 2/3 majority voice vote.

ANNUAL TOWN MEETING – APRIL 2, 2016

The following is a summary of the articles called and discussed, and the vote taken by the 2016 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on April 2, 2016. Ultimately, 640 registered voters were in attendance. The meeting was called to order at 9:06 AM.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 1, 2, 3, 4, 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 29, 30, 31, 33, 34, 35, 36, 37, 39, 40, 41, 42, 43, 44, 45, 46, 47, 51, 53, 55, 56, 57, 58, 60, 61, 62, 66, 68, 69, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 83, 84, 87, 88, 89, 90, 91, 92, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107.

Monday, April 4, 2016 - 348 voters in attendance. The meeting was called to order at 6:07 PM and adjourned at 8:13 PM.

Article 1: Receipt of Reports. (Not Called) Adopted by unanimous voice vote.

Article 2: Appropriation: Unpaid Bills. (Not Called) Adopted by unanimous voice vote.

Article 3: Appropriation: Prior Year Articles. (Not Called) Adopted by unanimous voice vote.

Article 4: Revolving Accounts: Annual Authorization. (Not Called) Adopted by unanimous voice vote.

Article 5: Appropriation: Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 6: FY 2015 General Fund Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 7: Personnel Compensation Plans for FY 2017. (Not Called) Adopted by unanimous voice vote.

Article 8: Appropriation: FY 2017 General Fund Operating Budget. (Called) Adopted by majority voice vote.

Article 9: Appropriation: Health and Human Services. (Called) Adopted as amended by Marita Scarlett by majority voice vote.

Article 10: Appropriation: General Fund Capital Expenditures. (Not Called) Adopted with a technical amendment by unanimous voice vote.

Article 11: Appropriation: FY 2017 Enterprise Funds Operation. (Not Called) Adopted by unanimous voice vote.

Article 12: Appropriation: Enterprise Funds Capital Expenditures. (Not Called) Adopted by unanimous voice vote.

Article 13: Enterprise Funds: Fiscal Year 2016 Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 14: Authorization: Airport Aviation and Administration Building Project. (Not Called) Adopted by unanimous voice vote.

Article 15: Appropriation: School. (Not Called) Adopted by unanimous voice vote.

Article 16: Acceptance of Massachusetts General Law: Sewer Betterment Assessments. (Not Called) Adopted by unanimous voice vote.

Article 17: Acceptance of Massachusetts General Law: Sewer Betterment Deferral. (Not Called) Adopted by unanimous voice vote.

Article 18: Appropriation: Sewer Project/Nantucket Harbor Shimmo; Plus Infill Parcels in Town Sewer District. (Called) Adopted by as amended by Richard Ray by declared 2/3 majority voice vote.

Article 19: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes. (Not Called) Adopted by unanimous voice vote.

Article 20: Appropriation: Waterways Improvement Fund. (Not Called) Adopted by unanimous voice vote.

Article 21: Authorization: Airport Aviation Fuel Revolving Fund for Fiscal Year 2017. (Not Called) Adopted by unanimous voice vote.

Article 22: Appropriation: Ambulance Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 23: Appropriation: County Assessment. (Not Called) Adopted by unanimous voice vote.

Article 24: Appropriation: Finalizing Fiscal Year 2017 County Budget. (Not Called) Take no action by unanimous voice vote.

Article 25: Rescind Unused Borrowing Authority. (Not Called) Adopted by unanimous voice vote.

Article 26: Appropriation: Ferry Embarkation Fee. (Not Called) Adopted by unanimous voice vote.

Article 27: Appropriation: Other Post-Employment Benefits Trust Fund. (Called) Adopted by majority voice vote.

Article 28: Appropriation: Collective Bargaining Agreement/Laborers Union. (Called) Adopted by majority voice vote.

Article 29: Community Preservation Committee: Fiscal Year 2017 Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 30: Appropriation: FY 2017 Community Preservation Committee. (Not Called) Adopted with a technical amendment by unanimous voice vote.

Article 31: Appropriation: Siasconset Fire Station. (Not Called) Not adopted by unanimous voice vote.

Article 32: Appropriation: Cost Reimbursement. (Called) Not adopted by majority voice vote.

Article 33: Zoning Bylaw Amendment/Home Rule Petition: Coastal Erosion Liability Waiver. (Not Called) Take no action by unanimous voice vote.

Article 34: Zoning Map Change: RC (Residential Commercial) to CMI (Commercial Mid-Island) – Bayberry Court, Cherry Street, Chin’s Way, Dave Street, Freedom Square, Hooper Farm Road, Orange Street, Pleasant Street, Sanford Road, Sparks Avenue, and West Creek Road. (Not Called) Adopted by unanimous voice vote.

Article 35: Zoning Bylaw Amendment: RC-2 (Residential Commercial – 2) to CMI (Commercial Mid-Island) – Hanabea Lane, Nobadeer Farm Road, Old South Road, and Wampanoag Way. (Not Called) Adopted by unanimous voice vote.

Article 36: Zoning Bylaw Amendment: Commercial Mid-Island. (Not Called) Adopted by unanimous voice vote.

Article 37: Zoning Map Change: RC-2 to CTEC and R-5 – Bartlett Road and Marble Way. (Not Called) Adopted by unanimous voice vote.

Article 38: Zoning Map Change: RC-2 and CTEC to R-10 or R-20 – Marble Way. (Called) Not adopted by majority voice vote.

Article 39: Zoning Map Change: RC-2 to CN and R-5 – Fairgrounds Road, Vincent Circle and Ticcoma Way. (Not Called) Adopted by unanimous voice vote.

Article 40: Zoning Map Change: R-1 to ROH – Various Locations. (Not Called) Adopted by unanimous voice vote.

Article 41: Zoning Map Change: R-20 to VR – Quidnet. (Not Called) Take no action by unanimous voice vote.

Article 42: Zoning Bylaw Amendment. (Not Called) Take no action by unanimous voice vote.

Article 43: Zoning Map Change: R-20 to R-40 or LUG-1 – Crooked Lane, Grove Lane and Madaket Road. (Not Called) Adopted by unanimous voice vote.

Article 44: Zoning Map Change: SR-20 to SR-5/Clifton Street, Comeau Lane and Sconset Ave. (Not Called) Adopted by unanimous voice vote.

Article 45: Zoning Map Change: CDT, ROH, R-1, R-20 and LUG-2 to R-40 – Town Open Space. (Not Called) Adopted by unanimous voice vote.

Article 46: Zoning Map Change: R-20, VR, LUG-1, and LUG-2 to LUG-3 – Country Open Space. (Not Called) Adopted by unanimous voice vote.

Article 47: Zoning Map Change: VTEC to VR, VTEC to LUG-3, and LUG-3 to VTEC – Hummock Pond Road. (Not Called) Adopted by unanimous voice vote.

Article 48: Zoning Map Change: LUG-2 to R-40 – Evergreen Way, Daffodil Lane and Airport Road. (Called) Adopted by 2/3 majority hand count vote: YES – 279; NO – 99.

Article 49: Zoning Map Change: LUG-2 to LUG-1; 8 Masaquet Avenue. (Called) Not adopted by majority hand count vote: YES – 173; NO – 185.

Article 50: Zoning Map Change: LUG-2 to LUG-1 Surfside South – Boulevarde, Okorwaw Avenue and Lover's Lane. (Called) Adopted by 2/3 majority hand count vote: YES – 293; NO – 104.

Article 51: Zoning Bylaw Amendment: Tertiary Dwelling. (Not Called) Adopted by unanimous voice vote.

Article 52: Zoning Bylaw Amendment: 'Tiny House Unit' District. (Called) Adopted as moved by Isaiah Stover by declared 2/3 majority voice vote.

Article 53: Zoning Bylaw Amendment: 'Tiny House Village' District. (Not Called) Take no action by unanimous voice vote.

Article 54: Zoning Bylaw Amendment: Secondary Lots. (Called) Adopted by declared 2/3 majority voice vote.

Article 55: Zoning Bylaw Amendment: Secondary Lots – Qualified Family Member. (Not Called)
Adopted with a technical amendment by unanimous voice vote.

Article 56: Zoning Bylaw Amendment: Secondary Lots – Qualified Family Member. (Not Called)
Take no action by unanimous voice vote.

Article 57: Zoning Bylaw Amendment: Major Commercial Development. (Not Called) Adopted by unanimous voice vote.

Article 58: Zoning Bylaw Amendment: Adult Use. (Not Called) Adopted by unanimous voice vote.

Article 59: Zoning Bylaw Amendment: Abandoned Vehicles. (Called, Call Withdrawn) Adopted with technical amendment by unanimous voice vote.

Article 60: Zoning Bylaw Amendment: Miscellaneous Technical Changes. (Not Called) Adopted by unanimous voice vote.

Article 61: Bylaw Amendment: Obsolete Building Related Bylaws. (Not Called) Adopted by majority voice vote.

Article 62: Bylaw Amendment: Solid Waste Disposal. (Not Called) Adopted by unanimous voice vote.

Article 63: Bylaw Amendment: Town Property, Conveyance of. (Called) Not adopted by majority voice vote.

Article 64: Bylaw Amendment: Personal Watercraft/Flyboarding. (Called) Not adopted by majority voice vote.

Article 65: Bylaw: Town of Nantucket Right to Farm. (Called) Adopted with a technical amendment by majority voice vote.

Article 66: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Not Called) Adopted by unanimous voice vote.

Article 67: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes. (Called) Adopted as moved by Mark Dawson by 2/3 hand count vote: YES – 183; NO – 46.

Article 68: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Not Called) Adopted by unanimous voice vote.

Article 69: Bylaw Amendment: Management of Coastal Properties Owned by the Town. (Not Called) Not adopted by unanimous voice vote.

Article 70: Bylaw Amendment: Nuisance Animals. (Called) Adopted with friendly amendment by majority hand count vote: YES – 235; NO – 90.

Article 71: Bylaw Amendment: Dog Licenses. (Not Called) Adopted by unanimous voice vote.

Article 72: Acceptance of Massachusetts General Law: Dog Licenses. (Not Called) Adopted by unanimous voice vote.

Article 73: Acceptance of Massachusetts General Law: Abandoned Motor Vehicles – Non-criminal Proceedings. (Not Called) Adopted by unanimous voice vote.

Article 74: Home Rule Petition: Charter Amendment Regarding Publication of Town Meeting Warrants. (Not Called) Adopted by unanimous voice vote.

Article 75: Home Rule Petition: Merger of Nantucket Water Commission and Siasconset Water Commission. (Not Called) Adopted by unanimous voice vote.

Article 76: Home Rule Petition: Airport Fuel Revolving Fund. (Not Called) Adopted by unanimous voice vote.

Article 77: Home Rule Petition: Community Preservation Committee. (Not Called) Adopted by unanimous voice vote.

Article 78: Home Rule Petition: Increasing Residential Property Exemption. (Not Called) Adopted by unanimous voice vote.

Article 79: Home Rule Petition: Conveyance of Properties from County to Town. (Not Called) Adopted by unanimous voice vote.

Article 80: Home Rule Petition: Real Estate Conveyances to Nantucket Land Bank and Madaket Conservation Land Trust. (Not Called) Adopted by unanimous voice vote.

Article 81: Home Rule Petition: Real Estate Conveyances to Nantucket Land Bank to Town of Nantucket. (Not Called) Adopted by unanimous voice vote.

Article 82: Home Rule Petition: Community Housing and Sewer Funding. (Called) Adopted as amended by Robert DeCosta by majority voice vote.

Article 83: Home Rule Petition: Retired Police Officers to Serve as Special Police Officers. (Not Called) Adopted by unanimous voice vote.

Article 84: Home Rule Petition: Land Bank Act Amendment. (Not Called) Adopted by unanimous voice vote.

Article 85: Town Charter Amendment: Town Clerk. (Called) Not adopted by majority voice vote.

Article 86: Home Rule Petition: Amendment of the Town of Nantucket Charter. (Called) Not adopted by majority hand count vote: YES - 104; NO – 193.

Article 87: Real Estate Acquisition: Airport Property. (Not Called) Adopted by unanimous voice vote.

Article 88: Real Estate Acquisition: Conveyance of Parcels: Tom Nevers Head. (Not Called)
Adopted by unanimous voice vote.

Article 89: Real Estate Acquisition: 42 Nobadeer Avenue. (Not Called) Adopted by unanimous voice vote.

Article 90: Lease of Town Land for Renewable Energy Projects. (Not Called) Adopted with a technical amendment by unanimous voice vote.

Article 91: PILOT Agreements for Renewable Energy Facilities. (Not Called) Adopted with a technical amendment by unanimous voice vote.

Article 92: Net Metering Credit Purchase Agreements. (Not Called) Adopted with a technical amendment by unanimous voice vote.

Article 93: Long-Term Lease Authorization: Airport Delta Property. (Called) Adopted by majority voice vote.

Article 94: Long-Term Lease Authorization: 10 Sun Island Road. (Called) Adopted by majority voice vote.

Article 95: Real Estate Acquisition: Woodbine Street. (Not Called) Adopted by unanimous voice vote.

Article 96: Real Estate Disposition: Woodbine. (Not Called) Adopted by unanimous voice vote.

Article 97: Real Estate Acquisition: Poplar Street. (Not Called) Not adopted by unanimous voice vote.

Article 98: Real Estate Disposition: Poplar Street. (Not Called) Not adopted by unanimous voice vote.

Article 99: Real Estate Acquisition: 40 & 40R Sparks Avenue, 42 & 44 Sparks Avenue. (Not Called)
Not adopted by unanimous voice vote.

Article 100: Real Estate Acquisition: Wanoma Way. (Not Called) Adopted by unanimous voice vote.

Article 101: Real Estate Disposition: Wanoma Way. (Not Called) Adopted by unanimous voice vote.

Article 102: Real Estate Acquisition: Saccacha Avenue. (Not Called) Adopted by unanimous voice vote.

Article 103: Real Estate Disposition: Saccacha Avenue. (Not Called) Adopted by unanimous voice vote.

Article 104: Municipal Aggregation. (Not Called) Adopted by unanimous voice vote.

Article 105: Appropriation: Capital Projects Stabilization Fund. (Not Called) Adopted by unanimous voice vote.

Article 106: Appropriation: Stabilization Fund. (Not Called) Take no action by unanimous voice vote.

Article 107: Free Cash. (Not Called) Take no action by unanimous voice vote.

ANNUAL TOWN ELECTION - APRIL 12, 2016
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TOTAL BALLLOTS CAST

8,812 registered voters
1,978 ballots cast
22.4% percentage voting

MODERATOR

Alger, Sarah	1,751 ballots
Blanks	217 ballots
Write-ins	10 ballots

TOWN CLERK

Flanagan Stover, Catherine	1,740 ballots
Blanks	222 ballots
Write-ins	16 ballots

SELECTMAN

Fee, Matthew	1,346 ballots
Kelly, James R.	1,291 ballots
Williams, Clifford	796 ballots
Blanks	506 ballots
Write-ins	17 ballots

SCHOOL COMMITTEE

Proch, Pauline	1,673 ballots
Blanks	294 ballots
Write-ins	11 ballots

SCHOOL COMMITTEE

Butler, Zona	1,619 ballots
Santo, Brandon	177 ballots
Blanks	178 ballots
Write-ins	4 ballots

HISTORIC DISTRICT COMMISSION

McLaughlin, John	1,112 ballots
Williams, Linda	840 ballots
Camp, Abigail	893 ballots
Wagley, John	706 ballots
Blanks	392 ballots
Write-ins	13 ballots

NANTUCKET HOUSING AUTHORITY

Meehan, Beth Ann	1,008 ballots
Stover, Isaiah	804 ballots
Blanks	163 ballots
Write-ins	3 ballots

NANTUCKET LAND BANK COMMISSION

Paterson, Neil W. G.	1,694 ballots
Blanks	276 ballots
Write-ins	8 ballots

HARBOR AND SHELLFISH ADVISORY BOARD

Glidden, David P.	581 ballots
Kuntz, Kenneth	1,015 ballots
Lipuma, Joseph	1,065 ballots
McClure, Frederick	1,286 ballots
Blanks	1,928 ballots
Write-ins	59 ballots

PLANNING BOARD

Trudel, John	1,510 ballots
Blanks	458 ballots
Write-ins	10 ballots

NANTUCKET WATER COMMISSION

Slavitz, Noreen	1,612 ballots
Blanks	358 ballots
Write-ins	8 ballots

SIASCONSET WATER COMMISSION

Pearl, John	47 ballots
Blanks	1,730 ballots
Write-ins	201 ballots

QUESTION ONE - SEWER

YES	1,103 ballots
NO	672 ballots
Blanks	203 ballots

Respectfully submitted,

Catherine Flanagan Stover, MMC, CMMC
Town Clerk

TOWN COUNSEL

We are pleased to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.

General

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which includes: preparation for and attendance at all town meetings and as requested at meetings of the Board of Selectmen and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other specialized areas such as real estate, land use, licensing, labor and employment law, construction and procurement, and environmental matters.

One of our primary goals is to assist the Town in managing legal costs. We use preventive law by giving comprehensive and accurate advice on all legal matters that confront the Town, advising the Town on litigation strategy, and providing a wide range of training to boards and officials to assist them in performing their duties within the bounds of established law, thereby avoiding unnecessary and sometimes costly litigation. We have also run numerous training sessions and workshops at no charge such as conflict of interest seminars for Town officials; an overview of employment laws and conflict management training to department heads, and open meeting law training. In addition, our firm continues to issue memoranda to our clients updating them on recent developments in municipal law.

Litigation

There were 13 cases in which the Town or its boards or officials were parties in FY 2016. Three of these were enforcement actions in which we successfully enforced the Town's health, zoning, and demolition by neglect bylaws. We also obtained a trial judgment dismissing a damage claim against the Town Treasurer and Tax Collector for an alleged wrongful tax assessment, and obtained a judgment in favor of the Conservation Commission affirming its denial of a proposed wetlands crossing under the Town's wetlands bylaw. The remainder of the cases involved appeals of permitting decisions in which we have sought to have the bulk of litigation activities conducted by the permit holder in an effort to lower ongoing litigation expenses.

Labor

We have assisted the Town, Our Island Home, and Airport administrations with numerous personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements, and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner.

We are beginning the process of entering into negotiations with Town unions on contracts which expire in the upcoming year. We have appeared before and provided legal advice on employment-related matters to Town boards, including the Board of Selectmen and the Finance Committee. We have represented the Town in administrative and internal proceedings involving contract interpretation and disciplinary matters. Further, we have represented the Town pertaining to the Town's employee insurance program.

Airport Commission

We continue to assist the Nantucket Memorial Airport Commission on numerous procurement and real estate matters, as needed.

Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including several takings by eminent domain of roadway parcels for conveyance pursuant to the Yard Sale Program, over thirty-five (35) Yard Sale transactions, the sale of surplus Town-owned properties for residential purposes and for affordable housing purposes, as well as the layout and taking by eminent domain by the County of public ways. In addition, we have prepared and reviewed License Agreements, Easements, Conservation Restrictions, Preservation Restrictions and Leases on behalf of the Town. We have also advised the Town on the Yard Sale Program, affordable housing restrictions, and land conveyances with the Land Bank and the special legislation related thereto.

Solid Waste Management Operations

We continue to attend quarterly meetings with Town officials and the operator of the Town's solid waste facilities in order to address ongoing issues. In that regard, we have been advising the Town regarding the procurement process for the construction of a new landfill cell as well as the assessment of fees for several waste stream activities.

Water Enterprise

We continue to work with the Nantucket and Siasconset Water Commissions to obtain Town Meeting approval of a home rule petition that, when passed by the General Court, will merge the two water districts into a single district.

Chapter 40B Projects

We provided legal services to the Town and the Zoning Board of Appeals for the 106 Surfside Road comprehensive permit application. On December 17, 2015, Surfside Commons LLC c/o Atlantic Development Corporation filed an application for a comprehensive permit to construct 56 Rental Units with 122 Bedrooms at property at 106 Surfside Road. The public hearing opened and the right of the project to connect to municipal sewer was challenged, unless Town Meeting approval is obtained. The Applicant proposed to revise the project several times; however, on September 8, 2016, the Applicant presented the Board with a withdrawal notice with prejudice and on that date the Board accepted the withdrawal with prejudice and filed it with the Town Clerk.

Rezoning Proposal

We assisted the Board of Selectmen in negotiating a memorandum of understanding with Richmond Development in connection with a proposed rezoning of land located on Old South Road. We have also been advising the Town regarding acceptance of sewers being installed by Richmond Development into the Town's public sewer system.

New Elementary School

We have been working with the Superintendent of Schools in connection with the construction of the new elementary school. The services to date have involved advising the School Department on the procurement of project management and design services, as well as handling bid protests in connection with the construction project.

Wastewater

We have been advising Town Administration with respect to the implementation of sewer extensions as part of the approved comprehensive wastewater plan, including the Nantucket Harbor, Shimmo, and the PLUS parcels projects, including various methods of financing the construction.

I speak for all my colleagues in saying that it is a privilege working for and with the Town of Nantucket. We thank the Selectmen for their confidence in allowing us to serve and the Town's employees and officials for their assistance to date. We look forward to many interesting and challenging projects throughout this coming fiscal year.

Respectfully submitted,

John W. Giorgio
Kopelman and Paige, P.C.



HUMAN SERVICES REPORTS

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services is located at 81 Washington Street at the Saltmarsh Senior Center. Hours of operation are generally Monday through Friday from 8:30 AM to 5:00 PM.

The Department of Human Services includes the following entities: Our Island Home, Senior Services, the Commission on Disability and Veteran's Services. Our Island Home's Administrator and Director of Human Services during FY 2016 is Rachel Chretien; the Human Services Administrative Assistant is Ann Medina, the Program Coordinator of the Saltmarsh Senior Center is Laura Stewart; Brenda McDonough is the Facilitator for Commission on Disability; and Ralph Hardy is the Veteran's Services Officer. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

COUNCIL FOR HUMAN SERVICES

The Council for Human Services (CHS) was established in 1986 to ensure that the island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is comprised of nine community members, appointed annually for three-year terms by the Board of Selectmen. The Council works in concert with the Human Services Director and Human Services Assistant to facilitate communication among local and regional helping agencies, human service providers as well as the community at-large. The established purpose is for the CHS to make recommendations to the Board of Selectmen and Town Administration regarding the provision of human services in a manner which can best serve the residents of Nantucket, and the coordination of the efforts of existing service organizations.

The CHS provides a central focus for the island's varied human service activities, as well as an avenue for addressing deficiencies and gaps in the community's critical obligation to nurture and sustain a healthy and vital community for its residents.

HUMAN SERVICES CONTRACT REVIEW COMMITTEE

As a subcommittee of the Council for Human Services, the Human Services Contract Review Committee (CRC) was established in May of 1993 at the request of Town Meeting. Members include representatives from the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services and the community at-large. The CRC reviews local health and human services funding requests annually and make recommendations to the Finance Committee and the Board of Selectmen regarding appropriations.

Eleven organizations received funds for FY 2016: A Safe Place, Alliance for Substance Abuse Prevention, Elder Services of Cape Cod and Islands, Healthy Imperatives, Family and Children's Services of Nantucket, Martha's Vineyard Community Services, South Coastal Counties Legal Services, Interfaith Council Rental Assistance Program, Interfaith Council Food Pantry, Nantucket Cottage Hospital and Mentoring Youth Nantucket. The total amount dispersed to these 11 agencies was \$400,000. This was a slight increase in awarded grant funding compared to FY 2015 which dispersed \$350,000.

FISCAL YEAR 2016 HIGHLIGHTS

Food Stamps and Fuel Assistance Applications

The Department continues to assist with Food Stamp and Fuel Assistance applications but not at the level it has in the past due to other agencies and non-profits taking over the primary role.

Senior Tax Work-Off Program

Human Services staff oversees the Senior Tax Work-Off program. The program began after the 2012 Town Meeting in which legislation allowing homeowners who are age 60 or older the opportunity to participate in a property tax relief program in return for volunteer service to the Town. Staff worked with Town department heads and senior applicants to pair residents with tasks. Each qualified senior could work off a maximum of \$1,000 per municipal finance statutory limitation to be deducted from their property tax. This is an ongoing program; new applications are taken in September of each year and the program runs from December 1st to November 30th each year. Out of 18 applicants, 11 were placed in the following Town departments: Police Department, DPW, PLUS, Our Island Home, Community School, Tax Collectors and Administration.

Nantucket Healthy Community Collaborative

The Director has been an active contributor to this island-wide collaborative which represents many of the not for profit providers on Nantucket and sits on the leadership Steering Committee for the group. Through this collaborative, the human service needs of the island are presented and discussed. The NHCC meets on a monthly basis (except for a brief break in the summer) and is open to the public.

Behavioral Health Task Force

The Director has also participated in the Behavioral Health Task force that focuses on working together as community members to increase awareness, prevention and comprehensive treatment of substance use disorders and promote recovery and wellness for island residents. The efforts of this task force are supported through an awarded grant through the Tower Foundation.

Veterans Agent

Ralph Hardy has served as the Veterans Service Officer since the fall of 2013.

Passports

In June 2013, the Human Service office became Nantucket's Passport Agency. The Administrative Assistant, Ann Medina, operates as the passport agent. Ann received an exemplary inspection for her work as the primary passport agent this year. The Assistant Program Coordinator Virginia Carrera also received certification approval to provide passport services. The Passport services are available Tuesdays and Thursdays from 2:00 PM to 4:00 PM, by appointment to process new passport applications. A total of 514 passports were processed by the Human Services staff in FY 2016. This is an increase from last fiscal year that had a total of 455 processed.

Respectfully submitted,

Rachel Chretien
Human Services Director

COUNCIL ON AGING

The Nantucket Council on Aging (NCOA) was established by voters at the 1974 Annual Town Meeting. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities and related information are detailed in a monthly newsletter, the *Saltmarsh Gazette*. The *Gazette* can also be viewed on the Town of Nantucket's website under the Council on Aging Department.

The Board of Selectmen appoints nine members from the community to serve on the NCOA Board for staggered three-year terms. The NCOA holds regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center.

The NCOA Board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2016 awards went to Helene Blair and Maurice Gibbs. Recognition from state and local officials is given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. generously pays for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town department which funds staff salaries and an operational budget. Additional funding is met through fundraising events by the Nantucket Center for Elder Affairs, Inc. and through state grants and community donations. Without these additional funds our facilities' needs and the many programs offered would not be possible.

The NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. Our eighth annual Elder Expo in September was geared toward informational sharing and awareness of support services and volunteer opportunities for seniors.

Goals for fiscal year 2017 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers and first responders.
- Host the ninth Elder Expo in September 2016.
- Maintain and improve our website and database of services provided to our seniors.
- Send the *Saltmarsh Gazette* with as an e-mail with Constant Contact.
- Reaching out to other elders on Nantucket.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. I also extend my gratitude and appreciation to the hard work of Ginny Carrera, the Program Coordinator Assistant and the dedication of our board members, family, friends, volunteers, elected officials and fellow town departments.

Respectfully submitted,

Tom McGlinn, Chairman, Nantucket Council on Aging
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

OUR ISLAND HOME

Our Island Home (OIH) is the provider of care for individuals in need of long-term care as well as short-term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. OIH is dedicated to providing the highest quality care for our residents requiring 24-hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent caregivers and ensuring residents are the primary participants in their care. The above is provided within the structure of the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projection. Staff consists of approximately 70 employees that include permanent and per diem personnel.

Department of Public Health (DPH) Surveys: OIH has two unannounced surveys each year. The first survey is a Standard Survey which was last conducted in May 2015. It is required that another Standard Survey is conducted nine to fifteen months after the last one. However, OIH has not had this survey within that time frame and therefore did not have a Standard Survey within the FY 2016 period. The purpose of the survey is to ensure the facility is acting in accordance with all applicable state and federal regulations. Any area noted that needs improvement or immediate correction (referred to as a deficiency) must have a "Plan of Correction" created to address and correct the issue. Upon acceptance of the correction, OIH is recertified for continued participation in Medicaid and Medicare programs. Our most recent survey (May 2015) resulted in deficiency FREE survey! We are very proud to have achieved this as they are very rare.

The second survey is a Life Safety Survey. This survey, also conducted through DPH, addresses the construction, protection and occupancy features of the building that are necessary to minimize danger from effects of fire and related components. We received four deficiencies from this survey, all of which were labeled potential for minimal harm and immediate corrections were done. The state of the building was a concern during our last Life Safety Survey also in May of 2015. There are key violations of code and disintegrating of current systems that are in great need of being addressed. Some are already in the works through upcoming capital programming while others are to be corrected through a potential new facility or upgrade of the current facility. A feasibility study was conducted in FY 2016 and work in this area continues in order to address the current needs, location, bed size, and services to provide and model type for a possible new facility.

These surveys are available to view through www.medicare.gov/nursinghomecompare. The Centers for Medicare and Medicaid Services implemented a five star rating system of nursing homes that provides nursing homes with a score between one and five stars based upon the weighted formula of the following factors: health inspections, staffing ratios, and quality measure outcomes. Please visit the website to see the current rating for OIH as this rate may change throughout the year.

ADMINISTRATIVE AND FISCAL MANAGEMENT

We had another decline in our average yearly census compared to prior fiscal years. The FY 2016 census average was 91.6% or approximately 40 out of 45 beds. Our largest payor source remains Medicaid/Mass Health at an average of 71.7%. The other two payor sources are private at 21.6% and Medicare A at 5.9%. One goal for FY 2017 is to try and maintain our census average overall and thus maintain revenue projections.

An area of focus for the industry as part of the Affordable Care Act which added a section to the Social Security Act is the reduction of hospital readmissions within 30 days of discharge. A high level of readmissions will begin to impact payment rates for OIH. OIH only had four residents readmitted to the hospital within 30 days. Our FY 2017 goal is to try and prevent re-hospitalization within 30 days of admission to prevent any impact on our overall quality measures and future payment rates.

OIH had another increase in their discharges to home with 46% of discharges from the facility being residents who returned home. FY 2015 was 41.7% and FY 2014 was 22%. The remaining discharges are broken down as 32% expired at OIH (these residents were remembered at the Annual OIH Memorial Service), 3% to another nursing facility and 19% to the hospital/not returned. In regards to admissions, we had a slight decrease in overall admission. However, under Medicare A our percentage of admissions increased from 50% in FY 2015 to 78% in FY 2016. Medicare A is a higher revenue producer for OIH and often results from an acute hospital stay that result in the need for skilled nursing and therapies (such as physical and occupational therapy). Another goal for FY 2016 was to enhance our rehab services. We expanded the scope of one of our therapy contracts and were able to meet this goal.

FY 2016 overall budgeted revenue was met due to the receipt of the 2013 and 2014 calendar year Certified Public Expenditure totaling just over \$5.2 million and increased Medicare census. The CPE is the result of legislation enacted in 2009 that provides municipally owned nursing homes to submit a request for funding to offset the cost of public expenditures used in each calendar year for providing Medicaid services to those who are eligible. Our current room rates are \$420 per day for a semi-private room and \$440 per day for a private room. Our average cost per patient day to operate the facility, based upon our calendar year 2015 cost report, is \$510.17 per day.

The FY 2016 budget required a General Fund subsidy amount for \$2,295,000. Furthermore, approximately \$284,385 was required from the Reserve Fund to cover additional operating expenditures in salaries (including Administrator-in-Training costs for the new Assistant Administrator to obtain licensure and workers compensation) and in Medicare patient service related costs.

ENHANCE QUALITY OF LIFE FOR RESIDENTS

We had a few significant capital projects and improvements that occurred during the fiscal year. The first was the replacement of the facility's roof which was completed early fall of 2015. A new handicap accessible vehicle/ambulette was purchased. The bidding process began for the facility HVAC and related systems upgrade. This will be a project completed within FY 2017. The purchase and implementation of electronic medical records also began. However, due to staffing challenges and the potential construction of a new facility for OIH, this was placed on hold.

OIH participated in the beginning implementation of the QAPI program (Quality Assurance Performance Improvement). This will be a mandated process coming soon to all nursing facilities. The purpose of the program is to identify areas that need improvement prior to them becoming an issue or result in a deficiency at Survey. Once an area has been defined, a root cause analysis of the problem is conducted by the identified staff and a plan is put in place to correct the identified barrier or cause. While this is not necessarily a new process for OIH, it will now be a more formalized process with Performance Improvement Plans and Teams established. Through implementation of this QAPI program, we have been able to also enhance our Corporate Compliance and Ethics Committees.

OIH has continued to participate in the Nantucket Wheelers program. This program enables eligible residents to go for rides on the bike paths on a regular basis using 'wheelchair bikes.' The outings have had a very positive effect on the daily lives of those who are able to participate!

Our volunteer program remains active and successful in assisting with the activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable such as music and art therapy. A fundraising group called Friends of Our Island Home also continues. It is a citizen group that works to provide funds to support activity programming for the facility. For more information on the Friends and their efforts please visit:
<http://www.friendsofourislandhome.org/>.

Respectfully submitted,

Rachel K. Chretien
Administrator



ISLAND SERVICES REPORT

NANTUCKET MEMORIAL AIRPORT

The airport continued to demonstrate progress in maintaining financial sustainability in FY 2016. However, continuing capital demands of required infrastructure improvements paired with a reduction in State funding, evolution of the commercial air service sector, and reduced enplanements at the airport continue to impact operating and capital budgets.

For fiscal year 2016, aircraft operations at the airport were down 2.78% over 2015, from 109,225 to 106,186. Passenger enplanements (passengers leaving Nantucket) for the period were down 15.54% over the same period from 164,290 to 138,752. Much of the decline in passenger enplanements and operations is attributed to Island Airlines declaring bankruptcy and ceasing operations in December of 2015.

Various capital projects and equipment purchases occurred in FY 2016. The two major completed projects were the FAA Air Traffic Control Tower Modernization and pavement rehabilitation of the North Apron. The control tower project included: 1) Temporarily relocating Air Traffic Control operations to a temporary tower, 2) Enclosing the existing facility with a steel structure, and 3) Working throughout the winter months inside the enclosure to completely overhaul the tower structure. This project was completed in late June, when the modernized Tower became operational. The North Ramp pavement rehabilitation consisted of removal and replacement of a portion of the aircraft parking area utilized by the larger aircraft of the airport's seasonal carriers. This was the first portion of a multi-phased, long-term program designed to rehabilitate pavement that has exceeded its useful life. The project was completed in the fall and included new concrete main gear stands to avoid pavement rutting, as well as a reconfigured parking arrangement that addressed safety-related concerns associated with the larger aircraft.

Capital funds were also used in FY 2016 for procurement of various pieces of equipment, which included: 1) replacing two, eight passenger golf carts used to transport passengers and crew to and from aircraft, 2) purchasing new Aircraft Rescue and Firefighting (ARFF) tools and equipment required to outfit a new ARFF truck that was placed into service in FY 2016, 3) purchasing an aircraft tug for towing smaller jet aircraft into parking position, as is required due to limited peak season parking, and 4) repairs for engine replacement of an existing ARFF truck.

Though aircraft operations and passenger enplanements decreased in FY 2016, the financial position of the airport improved. For the fiscal year ending 2016, airport revenues were down by \$447,308 to \$13,054,594, but expenses (before debt service) fell by \$1,009,946 to \$10,802,093. After considering debt service, this resulted in a net surplus to the airport of \$1,025,604, which is an increase over the prior year of \$600,290. This improvement was driven primarily by an increase in aviation fuel sales. Although lower sale prices resulted in a drop in revenue, lower costs and higher volume of sales enabled the airport to maintain its margins on fuel sales. Jet A gallons pumped in FY 2016 were up 5.79% over FY 2015, from 1,207,361 to 1,277,228. AvGas gallons sold were also up for the period by 10.64%, from 107,745 to 119,211.

The aviation operations statistics previously cited represent a slight growth in the general aviation and corporate segment of airport traffic, but a decrease in commercial passenger traffic. As competition from fast ferry operators continues to impact commercial traffic, the airport has been working with airlines to

encourage diversification and addition of new destinations. In an effort to encourage additional and new service, the Airport Commission approved an airline incentive program with three main goals in developing air service for ACK. They are: 1) to expand year-round connectivity to the mainland via existing providers, 2) address the longer seasonal demands with connectivity to the national system, and 3) to create improved access to the national system during the off-season at reasonable rates.

Commercial air service continued to evolve with mixed results. In December, Island Airlines, which provided year round service to Hyannis, declared bankruptcy and ceased operations. In an effort to address this loss, the Airport Commission modified the airline incentive plan, which provides temporary fee discounts for added service. Two companies have applied for approval from the appropriate agencies to fly Hyannis service, and are awaiting the requisite approvals. Improvements to seasonal service included JetBlue adding weekend service to Washington National Airport and extending their season to begin in early May. American Airlines announced the use of larger aircraft (E-170) on their service to Washington National, as well as adding weekend service to LaGuardia Airport in New York. Delta Airlines also announced additional service to LaGuardia on Saturdays. Another air service provider that was announced in FY 2016 was Fly Blade, a unique operation that provides various product offerings through the use of App based technology. Essentially, it allows customers the ability to book flights on their cell phones.

In summary, the airport continued to strengthen its financial sustainability in FY 2016 by realizing a profit of \$1,025,603. Paired with this financial improvement, a Memorandum of Understanding was created between the Town and the Airport Commission to repay funds used for subsidizing airport operations in prior years; once approved by the appropriate state and federal agencies, the airport will begin the repayment process. In addition to diversifying revenue through additional land leases, the airport will focus on air service development goals of improving connectivity to the national system in the off season and attracting service to new destinations. Technology improvements will continue to be identified and pursued along with rehabilitation of infrastructure as financially viable.

Respectfully submitted,

Thomas Rafter, A.A.E.
Airport Manager



DEPARTMENT OF CULTURE AND TOURISM

The mission of the Department of Culture and Tourism is to support the continued development of Nantucket as a healthy and thriving community in which tourism is a significant contributor to the year-round economy. In addition, we work to ensure Nantucket's natural, cultural, and historic resources and quality of life are safely accessible and enjoyed by all. The department is comprised of three divisions: Visitor Services, Special Event and Film Permitting and Cultural District Management. Although the mission of the department has expanded from solely Visitor Services, the quality of service we provide to visitors and residents remains steadfast. The department's budget consists of a General Fund allocation based on a percentage of the local room occupancy tax paid by visitors staying at all licensed guesthouses and hotels.

The Visitor Center at 25 Federal Street (open year-round) continues to be the main office for providing up-to-date information on everything a visitor needs for a successful visit to the Island - events, activities, cultural organizations, museums, businesses, lodging and restaurants. Throughout the year we welcome over 60,000 people to Nantucket through our locations at 25 Federal Street, our kiosk located at Straight Wharf, and at the Nantucket Memorial Airport. Our main priority at each of our locations is to assist visitors in finding important information for services they are in need of, particularly lodging availability. Our partnership with the Nantucket Lodging Association helps us assist people looking for available rooms during peak season, as well as over holidays and event weekends.

Also in partnership with the Nantucket Lodging Association, we produced the 2016 Travel and Lodging brochure. The brochure is a free guide to licensed hotels, inns and bed and breakfasts on the Island.

The department plays a key role in producing and overseeing Independence Day celebrations, including the Fireworks, held on July 3, 2016, and Main Street and Children's Beach activities held on July 4, 2016.

From June to mid-August our department managed Town sponsored activities held at Children's Beach, including those conducted by other businesses (yoga, soccer, and guided meditation). These activities included the tie-dye clinic, badminton, volleyball, kite making, karaoke, 'Friday Night Flicks' and the Summer Breeze Concert Series.

Hired in June of 2016, our new Special Events and Film Permit Coordinator, in partnership with the Licensing Administrator, provided customer service and administrative support to the permitting process of all special events taking place on public property and events taking place on private property that required a permit.

A great achievement for the department this year was the formal acceptance of the Nantucket Cultural District (NCD) by the Massachusetts Cultural Council in January 2016. The NCD is overseen by a steering committee made up of representatives from many of the Island's cultural organizations and businesses. In May 2016, Janet Schulte, Director of the Nantucket Island Chamber of Commerce, and I were named co-chairs of the NCD steering committee. The Nantucket Cultural District's mission is to enrich the community life for residents and visitors and to enhance Nantucket's economic strength through collaboration and promotion of our cultural organizations.

Our updated department's webpage provides important links to information used by visitors and residents, and plans are in development for producing a new website with expanded information and resources in spring 2017.

Respectfully submitted,

Melissa Murphy
Director

NATURAL RESOURCES DEPARTMENT

Natural Resources enjoyed another productive year and continued to develop and expand our programs in our mission to restore and enhance Nantucket's natural resources. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden, Fertilizer Program and Water Quality Program. The department is comprised of Jeff Carlson, Natural Resources Coordinator; Tara Anne Riley, Shellfish Biologist; JC Johnsen, Natural Resources Enforcement Officer; Leah Cabral, Assistant Biologist; Water Quality Specialist Kaitlyn Shaw; and Office Administrator Joanne Cuppone. This past year we had a number of interns during the summer of 2015. We would like to give a special thanks to David Berry, Cody Pitz, Noah Davidson and Lindsay Walker for their hard work during this season. We are looking forward to expanding all of our programs and developing programs to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at (508) 228-7230. We encourage any person with a question or concern to contact us at the office.

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Dr. Ernest Steinauer and the Vice Chair was Andrew Bennett. The other members included Ben Champoux, Joseph Topham, David LaFleur, Ashley Erisman and Ian Golding. We would like to thank them for all of their hard work and dedication for the Commission. They were challenged by a number of difficult decisions and did an outstanding job in their review of all projects. The Commission meets every other Wednesday at the Public Safety Facility in the second floor Training Room at 4:00 PM and the meetings are open to the public.

BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM

The Endangered Species Program had another successful season for the 2015 summer season. This past season the Town monitored all of the breeding protected bird species on Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach, Fisherman's Beach, Madaket Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach and Quaise Point.

SHELLFISH PROPAGATION

The Brant Point Shellfish Hatchery had a partial season in regards to production, producing around 60 million Bay Scallop larvae for release in Nantucket waters. We also were able to deploy 75 spawning cages within Nantucket and Madaket Harbors for stock enhancement purposes. We worked with various

community organizations to deploy 205,000 quahog seed in Nantucket waters for stock enhancement. A three-year growth study on oysters in Sesachacha Pond was also completed.

During this time we worked with Charles Costello on an island-wide eelgrass mapping project funded through a local grant with the Great Harbor Yacht Club and held a public presentation based on the results of this effort. Biologists worked with the aquaculture leaseholders in continuing to develop best management practices for aquaculture on Nantucket.

The propagation season ended earlier than usual to allow for the breakdown of the existing hatchery, allow for site visits and planning, and to focus on fundraising and equipment research to furnish the new hatchery. Demolition and construction began in November of 2015 and occupancy is expected to occur in July/August of 2016, prohibiting any hatchery-based shellfish production for the year 2016.



The shell recycling program had another successful season and collected 38,000 pounds of oyster and quahog shell between July 2015 and June 2016. Six more restaurants were added, bringing the total number of participants to 30. The program has collected enough shell to serve as the foundation for a one-acre oyster restoration project in Shimmo Creek slated for June 2017. Baseline data including water quality parameters, fish and invertebrate surveys, oyster growth and predator studies have been collected. The restoration project is in the permitting process and recently received an Order of Conditions from the Conservation Commission. In addition, half a million oyster larvae were successfully set on recycled oyster shell and will be added to the restoration project.

WATER QUALITY PROGRAM

The water quality initiative continued with our regular sampling program which includes Nantucket Harbor, Madaket Harbor, Hummock Pond, Sesachacha Pond, Long Pond and Miacomet Pond. We added water quality measurements associated with oyster restoration sites, the streams to Polpis Harbor and pond openings. This year caution signs were set up at ponds which experience blue-green algae blooms to notify residents to avoid discolored water and to contact our department when blooms are suspected. We met with the Massachusetts Department of Marine Fisheries to discuss methods for assessing our diadromous fishery resources (fish that enter freshwater and brackish systems to spawn). We analyzed and presented our water quality data and 2015 eelgrass findings to the Harbor and Shellfish Advisory Board and Board of Selectmen. We were granted \$35,101 through the Nantucket Land Council and Great Harbor Yacht Club's Nantucket Marine Resources Grant Program for in-situ water quality monitoring instruments to assess dissolved oxygen, chlorophyll a, temperature, salinity and pH. In addition, during the spring and summer of 2016 we attended the Nantucket Civic Association and a number of homeowner association meetings to inform homeowners of property management techniques to protect our water resources.

Respectfully submitted,

Jeff Carlson
Natural Resources Coordinator

DEPARTMENT OF PUBLIC HEALTH

With a change in the structure and management comes a different approach and outlook for the Health Department. This year, the department has departed on a strategic management development that will increase the effectiveness and efficacy of departmental programs. As part of this new management style, the department has implemented various efficiency strategies, developed data gathering techniques, and has begun looking at sustainable practices. As part of the Health Department's redevelopment, the director has implemented a phased approach to department efficiency. This past fiscal year has seen the progressive implementation of phase one, and is looking to continue that in the next fiscal year. Next steps include strategic planning and visioning that will include the creation of a five-year plan, a new website, and increased metrics gathering, in preparation for PHAB (Public Health Accreditation Bureau) accreditation. The following will succinctly explain this past year's efforts.

Tick-borne disease has continued to be a significant burden on the island with increased numbers in reportable disease counts. As part of tick-borne disease prevention efforts, the department rolled out the state's first venison donation program in conjunction with Nantucket's Food Pantry. This program was very successful, with approximately 150 pounds of venison donated, processed, and distributed by on-island purveyors. We look forward to expanding this program to include bow season.

Environmental health concerns play a large role in the daily activities of the Health Department with the focus shifting from basic septic system regulation and inspections, to water quality protection efforts that included, but was not limited to, enacting new regulations within the Nantucket Harbor Watershed Protection District to require the installation of nitrogen reducing septic systems at failure and property transfer. Renewed efforts to track each system on the island has borne fruit, and is currently seeing a 100% compliant operation and maintenance program, closely monitored by both Barnstable County Environmental Health services and the Nantucket Health Department. The department continues to offer

and administer the betterment loan and administrative consent order programs to help ensure island-wide compliance with all of the Health Department regulations revolving around septic systems.

At the 2016 annual town meeting, the island's voters passed a proposed sewer expansion that will include over 160 residential parcels in the Nantucket Harbor Watershed Protection District. This sewer expansion will provide expanded nutrient reduction within the great harbor which, in turn, will help increase the shellfish population and harvest in the great harbor. The next step in water quality improvement is the proposed sewer expansion that includes a significant portion of Madaket and the year-round neighborhood of Somerset. This sewer expansion will greatly reduce the amount of detrimental nutrient loading within Long Pond, Madaket Ditch, and Hither Creek.

Nantucket enjoyed a summer with only two swimming areas experiencing closures due to increased bacteria counts after unprecedented rainfall in July. In concert with the Natural Resources Department, the department continues to monitor algae growth in the ponds and has increased outreach efforts with the help of the Nantucket Land Council and the Pond Coalition. The department will continue enforcing the Island-wide fertilizer regulation with the help of Natural Resources and the newly created fertilizer advisory committee. The committee will continue to develop new educational strategies that help reduce fertilizer runoff and adherence to the Best Management Practices set forth by the Article 68 Work Group.

Food service, lodging house inspections, and housing issues continue within the responsibilities of the department's Registered Sanitarian/Assistant Health Director Artell Crowley, Health Inspector Kathy LaFavre, and the department's Seasonal Inspector Hank Ross. These individuals are tasked with initial inspections as well as follow-up inspections of all licensed food service facilities, retail food stores, catering, temporary food events, and initial inspections of all lodging facilities.

Housing inspections have increased in frequency associated with overcrowding and illegal apartments, with a total of 55 inspections in FY 2016. To more appropriately address this problem, the department continues to coordinate inspections with the PLUS, Fire, and Police departments to create an all-encompassing approach to the island's housing issues.

DEPARTMENT FISCAL PRODUCTIVITY

Mobile Food/Catering	26	\$3,750
Farmers Market Permits	3	\$175
Food Service and Retail	41	\$9,425
Food Service Establishment	138	\$24,850
Inn Holder/Lodging/Dormitory	144	\$16,500
Recreational Camp for Kids	10	\$900
Residential Kitchens	32	\$4,150
Tobacco	27	\$1,800
Septic Hauler	4	\$250
Septic Installer	15	\$950
Solid Waste Haulers	4	\$400
Shanty	19	\$950
Pool/Hot Tub/Beach	30	\$4,700
Temp Food Permits	133	\$3,150
Septic Permits	119	\$65,300

Title 5 Pump Permits	15	\$1,700
Abandonment permits	5	\$500
Well Permits	43	\$4,700
Totals	809	\$144,150

The department's office manager, Anne Barrett, is the office's initial public contact. Anne's ability to professionally manage numerous responsibilities while maintain a working knowledge of state and local regulations has proven to be the department's biggest asset. Her participation in the scheduling of inspections and licensing activities has provided a seamless continuity of practices within the department. The Assistant Health Director's willingness to accept increasing responsibilities within the department is testament to his abilities to communicate issues clearly and concisely while directing projects towards problem free completion. I trust that we have been responsive to the needs of the community and will endeavor to maintain that posture in the future.

Respectfully submitted,

Roberto Julio Santamaría, MPH, MBA, REHS/RS
Director

DEPARTMENT OF PUBLIC WORKS

The Nantucket Department of Public Works is comprised of seven major divisions; 1) wastewater collection, 2) wastewater treatment, 3) solid waste (both recycling and solid waste disposal), 4) urban forestry, 5) stormwater management, 6) general street and sidewalk maintenance and 7) facilities maintenance. This annual report will provide an overview of each division and its accomplishments during FY 2016.

The DPW continues to undergo reorganization with the addition of three labor staff, updated vehicles and equipment as well as the introduction of more professional methods. Overall a new work order system has been implemented to prioritize and follow up on work requests. In FY 2016, 3,000 work orders were requested. These were addressed in addition to all regular duties.

Wastewater Treatment

The DPW is responsible for the operation and maintenance of 11 sewer pump stations and two wastewater treatment plants: Surfside and Siasconset. Both facilities are advanced treatment plants, including nitrogen reduction and are in compliance with federal and state regulations.

Wastewater Collection

During FY 2016 the Town continued to make progress in achieving the recommendations contained in the Comprehensive Wastewater Management Plan (CWMP) and the goals established in the Wastewater Capital Improvement Plan. Staff continues to progress attaining higher Wastewater Treatment Plant Operator licensing through the state.

The CWMP recommended \$220 million in sewer main extensions to sewer areas contributing nitrogen to Nantucket's sensitive harbors and estuaries. The first sewer extension project, Nantucket Harbor Shimmo/

Plus parcels were voted on positively at the 2016 Annual Town Meeting. The engineering firm of Weston and Sampson has been hired to do this design. Funds appropriated at the 2015 Annual Town Meeting are being used to design upgrades to the Surfside Wastewater Treatment plant by the engineering firm of Woodard and Curran. At the October 17, 2016 Special Town Meeting, a sewer project for Madaket, Warren's Landing and Somerset areas will be voted on. The DPW continues to provide daily maintenance of the sewer collection system.

Solid Waste

The solid waste facility took in approximately 50,795 tons for all categories of waste in 2016. Recycling generated approximately \$140,000. Landfill mining continued in FY 2016. This mining activity will provide future lined landfill space and reclaim valuable buried materials, while at the same time significantly reducing the potential for groundwater contamination.

Nantucket continues to be recognized as a National leader for its waste reduction efforts.

Urban Forestry

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 15th Tree City Award.

Stormwater Management

During FY 2016, the DPW addressed drainage across the island, especially areas that experienced increased flooding due to slow percolation of water in leaching catch basins. The DPW continues to excavate accumulated sand from Town drainage structures to help promote the infiltration of stormwater into the ground. Many locations were noted this year due to several significant rainstorm events experienced this year.

Streets

The DPW continues to sweep, repair and pave public streets. Two maintenance workers have been dedicated full-time to repairing and resetting bricks and cobbles. Summertime it is not possible to continue the brick and cobble repair downtown. It was restarted after Columbus Day.

Facilities Maintenance

A Facilities Division addresses maintenance and capital improvement planning for Town buildings and facilities. A great deal of time was spent this year repairing and upgrading Town facilities. The Manager is assisted by a foreman and two maintenance workers.

Respectfully submitted,

Kara Buzanoski
Director

WOODS HOLE, MARTHA'S VINEYARD AND NANTUCKET STEAMSHIP AUTHORITY

The Woods Hole, Martha's Vineyard and Nantucket Steamship Authority (SSA) was created in 1960, in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or

occasionally toward new boats, fares paid by customers constitute most of the income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket and Martha's Vineyard each have a 35% vote.

The SSA's five members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2015 and June 2016, at the Whaling Museum's Discovery Room courtesy of the Nantucket Historical Association. The seven-member Port Council also meets monthly, alternating between Hyannis and Woods Hole.

The SSA management's goal is to maintain vital service levels at the most efficient cost. Historically, a significant expense has been fuel. In recent years, the SSA's fuel hedging program has successfully managed to keep fuel expenses under 10% of the entire budget. Other major expenses include wages (50 - 55%), pension and insurance expenses (15%), and maintenance of vessels and terminals (10 - 15%).

Total operating revenues for the year were slightly over \$100 million, with expenses coming in just shy of that figure. Any operating profit is obligated to be used to pay down debt (approximately \$75 million in outstanding bond obligations at the end of 2015), for maintenance, or put towards future projects such as terminal improvements and vessel replacements. 2015 ended with approximately 330,000 total miles traveled by all boats on both routes combined, representing just over 22,000 trips and just over 3,000,000 total passengers carried system-wide. As of the end of June 2016, passenger traffic was up 3.9% on the Nantucket route, with autos up 1.5% and trucks up 5.1%.

The winter of 2015/2016 was a relatively mild one, with relatively few weather related cancelations or service disruptions.

In early June 2016, the SSA took delivery of its newest vessel, the M/V Woods Hole. This state-of-the-art vessel began service on the Martha's Vineyard route, after making a brief introductory visit to Nantucket, but will be fully interchangeable on both the Martha's Vineyard route and the Nantucket route, likely doing double duty on both runs as the seasons and traffic loads demand.



The redesign and reconstruction of the Woods Hole Terminal was moving forward through a complicated maze of state and federal permitting. The current terminal began as a railroad passenger and freight terminus, with the current terminal building (now over 50 years old), built and used initially as a freight storage warehouse and now housing the SSA's administrative offices and Woods Hole ticket office which handles over two million passengers annually.

We would like to thank all employees from every department for the professionalism and contributions they bring to their respective roles on a daily basis. Maintaining the SSA as the lifeline to the islands would not be possible without the employees' collective dedication and commitment.

Respectfully submitted,

Robert F. Ranney, Governing Board, Nantucket Member
Nathaniel Lowell, Port Council, Nantucket Member

SIASCONSET WATER DEPARTMENT

The following activities are highlights of the fiscal year for the Siasconset Water Department. The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

The water storage tank was inspected by a certified tank inspector and no deviancies were noted.

Total production for the fiscal year was 64,072,290 gallons. This is an increase of 4,857,372 gallons (8.2%) over fiscal year 2015 and is the second highest fiscal year production, exceeded only by fiscal year 2013's 65,245,600 gallons. The highest recorded daily production during the fiscal year was 587,092 gallons on July 31, 2015.

The pump drive units that were installed to temporarily replace the units damaged by lightening were replaced with permanent and upgraded variable speed units. Additional lightening protection devices were also installed.

The Commission collaborated with the Nantucket Water Commission to draft a home rule petition that would merge the Siasconset Water Department into the Wannacomet Water Company and create a single five-person elected Water Commission to provide oversight of the combined enterprise fund.

The Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company and the Nantucket Water Commission for their help and assistance throughout the year.

Respectfully submitted,

Gerald E. Eldridge
Chairman

WANNACOMET WATER COMPANY

The following are highlights that were achieved during Fiscal Year 2016. Total fiscal year production from all of the wells was 623,716,000 gallons. This represents a 2.55% increase from the previous fiscal year and is a record for production in a fiscal year. The previous record was 623,755,000 gallons produced in fiscal year 2015. The increase was due to a record monthly production in August of 122,916,000 gallons. The peak production day for the fiscal year was 4,271,000 gallons on August 19, 2015. This is also the all time record for daily production.

Phase 1 of the Fire Hydrant Replacement Program was initiated with the award of a contract to Bortolotti Construction Inc. for \$225,810 to replace 65 hydrants that were over 40 years old. The new fire hydrants and related materials were purchased by Wannacomet through the CommBuys system saving 15% in material costs. This is the first of three phases intended to replace all fire hydrants over 20 years old.

The permitting, design and installation of the two new wells to replace the Wyer's Valley Tubular Wellfield was completed. A contract in the amount of \$997,000 was awarded to D&C Construction for the installation of pumps in the wells and related piping and electrical control systems to bring the new system on line in the fall of 2016.

Wannacomet once again partnered with the United State Geological Survey to conduct geophysical measurements to provide data to enhance the understanding of the dynamics of Nantucket's groundwater aquifer. Additionally, Dr. Mark Person returned to conduct additional data collection to update the aquifer model that he developed in 2001. A major focus of this research is to determine the potential for salt water intrusion under various pumping scenarios. Wannacomet Staff Engineer and Geologist Mark Willett is the project manager for this joint venture.

The Water Commission approved the language of a home rule petition that would merge the Siasconset Water Department into the Wannacomet Water Department to create a single enterprise fund. Additionally, the Siasconset Water Commission would be dissolved and the Nantucket Water Commission would be increased from three to five elected members. This merger was approved at the 2016 Annual Town Meeting and is awaiting action by the legislature.

I would like to take this opportunity to thank the employees of the Wannacomet Water Company for their dedication and commitment to providing our customers with the safest and highest quality drinking water possible and an excellent customer experience. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance. To the Town Manager, Department Heads and fellow Town employees who provided assistance to Wannacomet over the past fiscal year my sincere thanks.

Respectfully submitted,

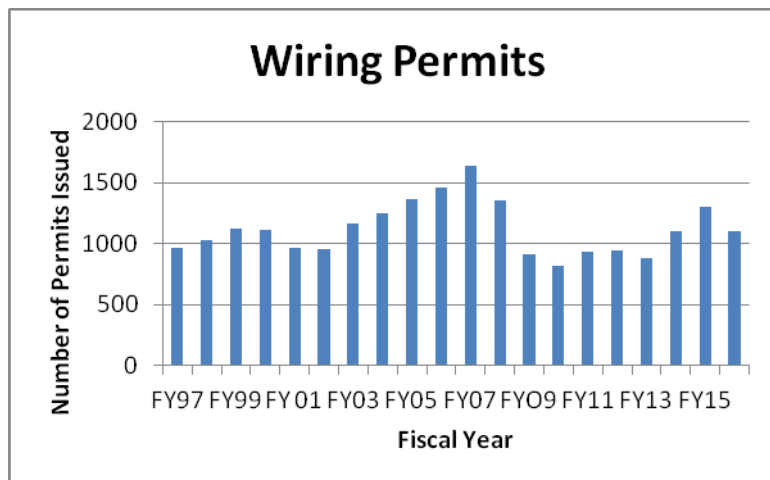
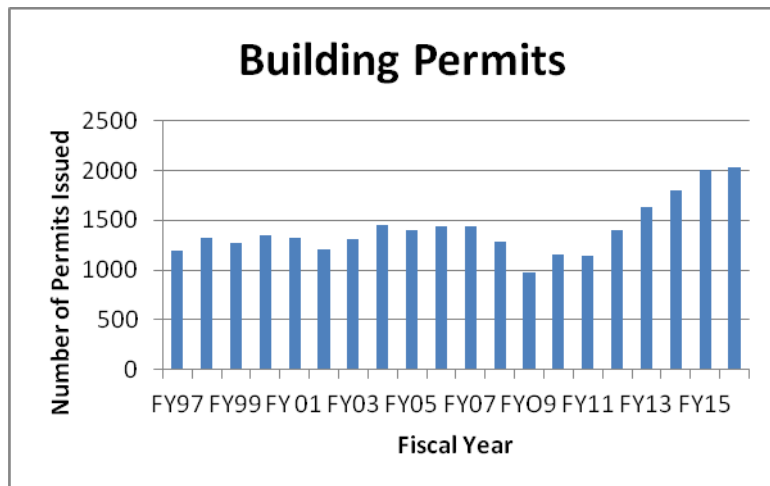
Robert L. Gardner
General Manager

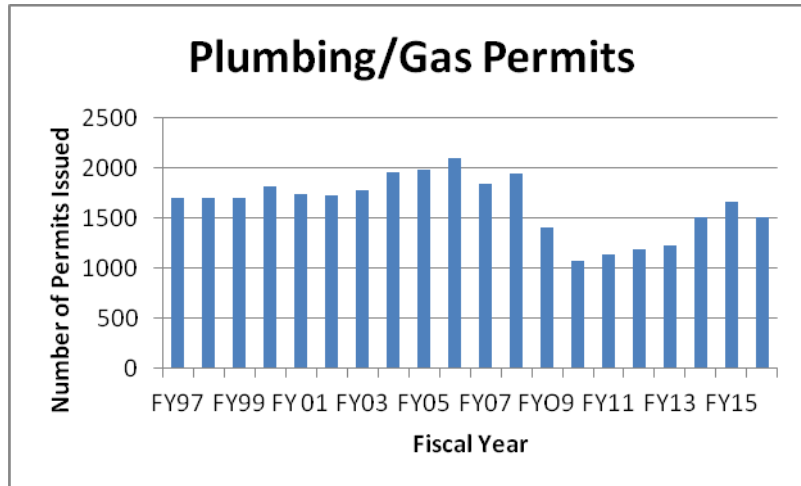
PLANNING AND LAND USE SERVICES

The department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013 and it contains four divisions: Building, Historic District Commission, Planning and Zoning. PLUS staff continues to strive for greater efficiency, improved customer service, and an enhanced “one-stop-shop” approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

BUILDING DIVISION

The Building Division reviews applications, performs inspections, and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning, public safety, wiring, plumbing, and gas. In FY 2016, the Building Division continued to experience a high level of inspection and permit requests, with issued building permits being higher than any year on record. New structures continue to be a very small portion of the building industry on Nantucket. Renovations/alterations of existing buildings total approximately 95% of all building permits issued, a trend that has been steady since FY 2008.





Building Division revenue totaled \$1,642,258 including \$1,261,059 for Building, \$175,645 for Plumbing, and \$205,554 for Wiring permit applications.

HISTORIC DISTRICT COMMISSION

The HDC issued 2,081 Certificates of Appropriateness and staff issued 282 Certificates of Appropriateness for like-kind repair or replacement. 1,064 inspections were performed by staff. During FY 2016, the HDC reviewed plans for a new Nantucket Cottage Hospital campus on Vesper Lane. Typical applications reviewed at the weekly meetings included renovations of existing structures and improvements to add amenities such as pools, spas, and hardscaping. The HDC continued to hold organizational meetings to discuss improving the level of service provided to the public. In late spring, the HDC voted to update their fee schedule, an effort that had been discussed, but not implemented, for several years. Revenue received from application fees totaled \$182,848.94.

Commission members are elected in staggered terms of three years for regular members and appointed by the Board of Selectmen in three-year terms for alternate members. In FY 2016, Linda F. Williams served as Chairman, followed by Kristine Glazer, and Diane Coombs served as Vice Chairman. Also serving as elected members were Ray Pohl, John McLaughlin, and Abigail Camp. Valorie Oliver and Matthew Kuhnert served as alternates. We thank long-time HDC member Linda Williams whose term ended in April 2016 for her many years of service to the HDC.

PLANNING AND ZONING DIVISIONS

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. While the Zoning Board of Appeals application review declined, the Planning Board application review increased, largely due to the shift of commercial project applications from one board to the other.

The Planning Board reviewed a variety of applications in FY 2016, including:

- 77 special permits
- 9 subdivision requests resulting in the creation of 29 new lots
- 130 approval not required lot division requests resulting in the creation of 59 new lots

- 61 secondary dwellings
- 15 tertiary dwellings
- 3 preliminary plans
- 64 requests for action on a previously approved special permit or subdivision

The Planning Board advanced 18 Zoning Map and Zoning Bylaw amendment articles for the 2016 Annual Town Meeting. These articles were specifically related to implementation of the 2009 Master Plan

Board members are elected in staggered terms of five years for regular members and appointed by the Board of Selectmen in three-year terms for alternate members. In FY 2016, Barry G. Rector served as Chairman and Linda Williams served as Vice Chairman. Also serving as elected members were Nathaniel Lowell, Joe Marcklinger, and John McLaughlin, who was replaced by John Trudell, III, after not seeking re-election. Carl Borchert and David Callahan served as alternates. We thank John McLaughlin for his many years of service to the Planning Board.

In FY 2016, the Zoning Board of Appeals reviewed 47 applications, down from the 63 in FY 2015, as follows:

- 24 Special Permit applications received of which 21 were granted
- 7 Variance applications received of which 4 were granted, 1 denied, and 2 withdrawn
- 1 appeal of a Zoning Administrative Decision – approved
- 2 appeals of Zoning Enforcement Officer and Building Commissioner determinations – both withdrawn
- 1 Decision where no relief was necessary
- 2 Rescissions of prior Decisions
- 8 Modifications of prior Special Permit and/or Variance relief
- 2 40B/ Comprehensive Permit applications

There was a similar decrease in submission of applications eligible for Zoning Administrator relief, which does not require a public hearing, decreasing from 25 the previous year to 15 in FY 2016. Two Comprehensive Permits, or 40B, applications were brought before the ZBA in FY 2016. The first was for the installation of four affordable rental units at 7 Surfside Road. The application was opened in October 2015 and withdrawn in January 2016. The second was for 56 rental units of which 14 were proposed to be affordable as distributed in four apartment buildings at 106 Surfside Road. This was opened in January 2016 and as of the close of June 30, 2016, still pending.

Board members are appointed by the Board of Selectmen in staggered terms of five years for regular members and three years for alternate members. In FY 2016, Edward Toole served as Chairman, Lisa Botticelli served as Vice Chairman, and Susan McCarthy served as Clerk. Also serving were Michael J. O'Mara and Kerim Koseatac, with Mark Poor, Michael Angelastro who was replaced, after resigning, with James Mondani, and Geoffrey Thayer as alternates. Revenue totaled \$94,986 for Planning Board and Zoning Board of Appeals applications.

Respectfully submitted,

Andrew Vorce, AICP
Director of Planning

PUBLIC SAFETY REPORTS

FIRE DEPARTMENT

FY 2016 was a year of change for Nantucket Fire Department. We transitioned to a new command staff and worked with community leaders to develop a staffing and service delivery plan for coming years. The plan is now being put into action and includes increased staff to reduce response times to national standards, increased medical service to Advanced Life Support (also a national standard), upgraded equipment, and a new facility to meet the needs of the community.

Emergency responses numbered approximately the same as FY 2015, but the severity of several incidents tested the limits of our community's resources. These responses included two large scale searches for missing persons; a 33-acre brush fire; and, the Marine Home Center warehouse fire. All of these incidents required additional resources from all Town agencies and private organizations. We have and will continue to focus our training on interagency, public and private, initiatives.

Initiatives

The Fire Station Work Group has worked diligently to design and construct a new facility to meet the needs of the community. Unfortunately restrictive state bidding laws, limited qualified contractors and increased public building have resulted in increase costs. A newly formed committee is again working to reduce these costs and get the project back on track.

A new focus on brush fire preparedness paid off with the successful extinguishment of a 33-acre brush fire this past spring. Nantucket Firefighters conducted joint training with the State Bureau of Forest Fire Control, the Nantucket Land Bank, and the Nantucket Conservation Foundation. We have also increased our capability with new and upgraded equipment. Cost savings were gained through free surplus military vehicles which were used to replace current vehicles. The following is a list of our upgraded equipment: One Humvee brush truck, 160 gallons; two tanker trucks, 2,000 gallons, off-road all-wheel drive; and one Brush Breaker, 600 gallons, off-road, all-wheel drive.

Emergency Calls for FY 2016

Fire	68
EMS	1,262
Hazardous Condition	464
Alarm Activations	1,113

Fire Prevention/Fire Alarm/Code Enforcement

Fire Prevention

Fire safety education is paramount to affecting positive behavior and creating recognition of unsafe fire safety practices. Utilizing the guidelines of the Student Awareness of Fire Education (SAFE) program and funding from the SAFE Grant, Nantucket Fire Department's fire prevention education program taught pre-school through high school age students about the dangers associated with fire. Age-appropriate information on prevention, key fire safety behaviors, and surviving fires curriculum align with the goals and objectives of the State's Curriculum Frameworks and the Common Core of Learning. The Nantucket SAFE

program owes much of its success to the partnership with public and private schools. Over 700 students received fire prevention education in 2015 and 2016.

Adult residents and visitors of Nantucket received fire prevention education in a variety of ways. Social and news media for public service announcements, and presentations to various social, civic and religious organizations occurred throughout the year. The Fire Department worked in partnership with the Planning and Land Use Services (PLUS) Department to continually educate commercial businesses, including but not limited to assembly and healthcare facilities, on building, fire and life safety regulations. The Department's Workplace Fire Safety program expanded beyond housing facilities and municipal organizations to private businesses and hospitality organizations. The Fire Prevention Officer and facilities managers assessed existing fire and life safety measurements and identified areas needing improvement. Employees then received a presentation customized for their facility addressing prevention and fire drill procedures. Fire extinguisher training was also included. The entire program culminates with announced and unannounced fire drills.

Fire safety education transitioned from the SAFE program for students ages three to 18 years, to the Senior SAFE. This fire prevention education program is designed to improve the fire and life safety of older adults in the Commonwealth of Massachusetts through education that addresses the unique fire risks for this age group. Some of the risks include smoking, home oxygen use, cooking, electrical and heating dangers. The Senior SAFE Program has created partnership between the older adults and the Fire Department through established providers of senior support services such as the Council on Aging, Elder Services, Visiting Nurse Association and older adult living facilities on the island.

The Fire Prevention Officer and other Department members recognize that community events provide a vital link to educating all residents and visitors. We remained active participants in community presentations, fundraising events and other outreach venues.

Fire Alarm

With the continued growth of commercial properties here on the island this has been a very busy year. We continue to work with property owners and contractors on a daily basis to insure the safety of the public – both those who live here year-round and those who visit the island. Insuring the installation and maintenance of safety systems in the various commercial properties is key to the safety of the public and we appreciate the continued work of all involved parties to keep this a major part of their focus as each season moves forward.

The shutdown of the Gamewell system has progressed well with Siasconset Village being completed and progress being made in the mid-Island and downtown areas. We continue to work with the remaining commercial property owners to transition to private alarm companies or the Town wireless alarm system.

Nantucket Fire Department is working alongside PLUS and Health Department staff to conduct annual commercial and residential property inspections. This team approach to inspections has insured that key concerns do not get missed as multiple eyes are seeing each and every aspect of every inspection. Insuring the safety and health of the public is our most important job.

Code Enforcement

Inspections FY 2016	
Certificate of Occupancy Inspection	255
Smoke Detector Inspections	356
Code Enforcement Inspections	14
Inspectional Meetings	29
Oil Burner/Oil Tank Inspections	2
Plans Review	4
Sprinkler System Inspections	1
Fire Alarm Line Work Including Testing	60
Bar Occupancy Inspections	13
Complaint Inspections	7
Event Inspections	1
Inspection Fire Alarm	33
Inspection Fuel Storage	1
Inspection LP Gas	87
Inspection Marina	1
Site Inspection	64
Tank Removal Inspections	4
Public Relations	52
Disable Wireless Box For Service	178
Total Inspections	1,162

Future Initiatives

In the coming year Nantucket Fire will focus on implementing a long term capital, staffing and service delivery plan to meet national standards. These standards include delivery of advanced life support, reduction of response times, and increasing the capability of our equipment and facilities. Over the next year we will also be working with the community to advance the design and construction of a new central fire station to meet community needs.

I am very proud of the performance and achievements of the Nantucket Fire team, and am excited about the new challenges and opportunities which we will face in the coming year.

Respectfully submitted,

Paul L. Rhude
Fire Chief

POLICE DEPARTMENT

Department Overview

The Police Department is the primary law enforcement agency for the Town of Nantucket charged with the responsibility to ensure the safety of all persons in the town through the enforcement of the criminal and civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

- Protection of lives and property of all citizens
- Preservation of the peace
- Prevention of crime and disorder
- Identify and prosecute violators of the law
- Plan for and supervise public safety at special events
- Respond to all emergencies
- Support regional and national homeland security strategies
- The protection of the individual rights of all persons within the Town of Nantucket

The Police Department is divided into three divisions under the supervision of the Chief of Police: the Administrative Support Division, the Operations Division and the Harbor Master's Office. The Operations Division provides the direct services to the general public and is responsible for the enforcement and prevention objectives. The Administrative Support Division provides support functions for those direct services for members of the department and the general public including oversight of the Emergency Communications Center (e911), the Public Safety IT Network, and the Town-wide telecommunications system. The Harbor Master's Office is responsible for marine search and rescue, the supervision of waterways operations and public beaches, moorings, town pier, aids to navigation, and the lifeguard program. The Police Department also oversees the Emergency Management function for the Town of Nantucket.

Career Milestones

New Employees

	<i>Position</i>	<i>Date of Hire</i>
• Amy Baxter	Licensing Administrator	August 30, 2015
• Briana Vittorini	Beach Coordinator	January 19, 2016
• Christopher Reynolds	Public Safety Dispatcher	April 18, 2016
• Wendy Perez	Public Safety Dispatcher	April 18, 2016
• Ann Ciarmataro	Administrative Assistant	May 2, 2016
• Bryan Jackson	Police Officer	June 27, 2016
• Daniel Girard	Police Officer	June 27, 2016

Separations

	<i>Position</i>	<i>Date of Separation</i>
• J. Ryan Smith	Business License Inspector	Resigned July 31, 2015
• Seth Finley	Beach Coordinator	Resigned October 22, 2015
• Steven Tornovich	Sergeant	Retired February 2, 2016
• Brandon Whiting	Detective	Resigned February 29, 2016
• Aaron Hull	Public Safety Dispatcher	Resigned March 13, 2016
• Bryan Jackson	Public Safety Dispatcher	Resigned June 26, 2016

Individual Accomplishments

- Officer Janine Mauldin was promoted to the rank of Sergeant, February 19, 2016
- Officer Christopher Kelly completed six weeks of study and earned certification as a Crash Reconstruction Investigator
- Officers Sue Gale and Cassie Thompson completed course work and received certificates for Animal Control Officer (ACO) training from the Massachusetts Animal Officer Training Institute

Department Accomplishments

Police

The Police Department coordinates public safety in the Town. Utilizing community policing tactics and best practices in policing and emergency management, staff are able to deter and prevent crime, address manmade and natural disaster and provide an overall sense of security for residents and visitors of this community. The Police Department consists of 36 sworn police officers, ten dispatchers and six non-sworn support staff.

The Police Department was able to accomplish the following major accomplishments in FY 2016:

- Our Volunteers in Policing (VIP) project continues to attract dedicated volunteers that assist the department in many ways. During fiscal year 2016 the VIP's contributed an average of 53 hours per month of service to the department for a total of 1,209 hours which is worth approximately \$31,821 in volunteer time.
- We re-organized the business licensing function by hiring additional staff and merging it with the permit sales office, which allows us to more efficiently accept and process applications for the various licenses and permits.

Office of the Harbor Master

The office of the Harbor Master is part of the Nantucket Police Department and is responsible for providing a wide variety of front-line services which include responding to calls for service in the harbor and on the waterways of Nantucket, as well as providing transportation for first responders to the out-islands and hard to reach beaches for fire, police or medical incidents. The office of the Harbor Master is staffed by three full-time employees and numerous seasonal employees.

The office of the Harbor Master was able to accomplish the following major accomplishments in FY 2016:

- The Nantucket lifeguard program received certification as a United States Lifesaving Association (USLA) certified open water lifesaving organization, making it one of the only lifeguard programs in the New England states to achieve this level of certification. In order to achieve this level of certification, improvements in training, equipment and protocols were implemented over the course of several years.

Office of Emergency Management (OEM)

The Office of Emergency Management coordinates the planning, response and recovery from natural and man-made disasters. The Emergency Management Coordinator works with the Police and Fire Chiefs as well as other Town directors to insure that the Town is prepared in the event of a disaster. The OEM also coordinates mutual-aid agreements, preparedness grants and federal reimbursement requests.

The OEM was able to achieve the following major accomplishments in FY 2016:

- The OEM conducted a damage assessment, collected documentation and submitted a request for federal reimbursement from FEMA for over \$1.7 million in damages incurred by winter storm Juno. The Town received \$956,725 from the federal government.
- We secured a construction license from the Federal Communications Commission (FCC) to install a "Low Power FM" (LPFM) radio transmitter; WNPD, channel 105.5 FM that will be used to disseminate important information to the general public along with our commercial FM and media partners during emergency situations.

- Secured \$31,721 in Boating Infrastructure Grant (BIG) funding to implement a winter buoy program in various channels and waterways in Nantucket County. The project is to be implemented in winter 2016/17.
- Applied for and received \$1.3 million dollar grant/loan for reconstruction of the Easy Street Bulkhead from the State Executive Office of Environmental Affairs. The project is to start in October 2016.
- Applied for and received \$32,000 from FEMA/MEMA for an update to the All Hazard Mitigation Plan. Project to be completed in FY2017.
- Applied for and received a \$177,000 grant for three erosion control projects at Ames Avenue, Hummock Pond Road and Quaise Road. Construction was completed prior to June 30, 2016.
- Established an MOU between the Nantucket Public School System and the American Red Cross regarding the operation of Emergency Shelters in school facilities.

Office of Business Licensing and Permitting

The Office of Business Licensing and Permitting, comprised of a Licensing Administrator, Licensing Agent and Permits Coordinator, is charged with the responsibility of reviewing and processing all licensing/permit applications, issuing licenses and enforcing rules, regulations, local ordinances, and state laws pertaining to the sale of alcoholic beverages, Common Victualler, entertainment, rental car, mobile food unit, residential parking, commercial parking, beach sticker, shellfish permits, moorings, open air parking lots, used car dealers, auctioneers, street performers, and taxi/livery/limousine operator licenses in the Town of Nantucket. Staff regularly reviews and recommends updates to policy, regulations, and fees as needed to address community needs and create efficiencies for local businesses. The office is also responsible for presenting all requests, applications or violations of licenses that appear for review or a public hearing before the Board of Selectmen.

FY 2017 Goals

Police Operations

Maintain a high level of service to the citizens of Nantucket: We will conduct on-going evaluations of the various programs and resources used to provide services. We will continually monitor incident response times and outcomes to insure that we are responding to calls for service in an effective manner. We will also maintain and improve our volunteer program, looking for additional opportunities for our VIP's.

Maintain an atmosphere of safety for citizens: We will continue core programs such as community policing, crime prevention, school resource officers, neighborhood patrols, traffic enforcement, criminal investigations and emergency preparedness. We will continuously monitor the effectiveness of these programs to insure they are consistent with the best practices in the field.

Budget and Capital Planning: We will monitor revenues and fees generated through our various programs. We will also continue to evaluate the cost sharing agreement with the Nantucket Airport for police services at their terminal. To help identify future budget needs we will develop a long-term capital plan that addresses the needs of the department's buildings, motor vehicles and technology.

Office of the Harbor Master

Capital Improvement Plan: Develop a Capital Improvement Plan for the Town Pier and Floating Dock System and the repair or replacement of the F Street Bulkhead. Continue to evaluate the options available and costs to improve or replace the restroom and office facilities at the Town Pier. Improve the usefulness

of the Jackson's Point facility to improve response times in the Madaket Harbor area. Continue to maintain and improve the usefulness of the lifeguard housing facilities as well as try to secure more available space.

Waterways Projects: Continue the project to dredge and rebuild the Children's Beach Boat Ramp to improve safety and access for boats at all tide levels. Continue with the development of a multi-year dredging plan for the waterways of Nantucket County.

Mission Capability: Continue to assess and improve our mission capabilities including water search and rescue missions. Improve training and update equipment as necessary.

Beach Management: Continue to implement the four-season plan for maintaining our island beaches to include trash clean-up, access, fencing and hazard removal. Continue the level of service for lifeguard coverage provided during the 2015 season and conduct our first "junior lifeguard" program as a way to encourage more participation in the seasonal lifeguard program by island residents.

Office of Emergency Management

Outreach and Education: Conduct more outreach regarding emergency preparedness to businesses, faith-based and community organizations, non-profits, conservation groups, school and other organizations to improve preparedness and recovery efforts in the event of a natural or man-made disaster.

Enhanced Shelter Capability: Establish a more robust shelter system to include alternative shelter space and updated MOU's with the American Red Cross and Shelter providers. Review and obtain MOU's for services needed during operational and recovery phases of an event.

Emergency Drills: Conduct live and table-top emergency preparedness exercises between all disciplines designed to train and prepare Nantucket's emergency responders to respond to natural and man-made disasters.

Office of Business Licensing and Permitting

Improve Citizen Access: By creating efficiencies in the permit application process that utilize software solutions we hope to make the process of obtaining some permits easier and more efficient for the general public. Our ultimate goal is implement a solution that allows access to the permitting process via the web from the customer's home and/or via a kiosk located in the lobby of public buildings.

Licensing Webpage Redesign: By improving our business licensing and permitting webpage we expect to develop a single site for customers to be directed to in order to obtain information about all of the permits and licenses issued by this department.

SUMMARY OF CRIME STATS

ARRESTS	FY2013	FY2014	FY2015	FY2016
Drug Offenses	43	45	24	36
DWI Offenses	103	94	97	52
All Other Offenses	1385	853	463	419
Total Arrests	1531	992	584	507

PART 1 REPORTED CRIMES	FY2013	FY2014	FY2015	FY2016
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Homicide	0	0	0	0
Rape (includes unfounded and included offenses)	4	6	2	7
Robbery	1	1	1	0
Assault & Battery	58	51	27	36
Burglary	55	66	65	49
Larceny	353	364	251	262
Auto Theft	18	10	10	8
Arson	1	3	0	2
Total Part 1 Crimes	490	501	356	364

OTHER OFFENSES	FY2013	FY2014	FY2015	FY2016
Fraud	156	144	154	137
Property Reported Stolen	339	364	301	262
Property Damage - Vandalism	139	133	148	153
Drug Offenses Reported	26	55	35	55
Family Offenses - Domestic	93	90	75	131
General Police Services	18,001	15,235	19,141	19,869
Disturbance – Noise Complaints	450	401	420	359
Disturbance - General	322	321	309	310
Fish and Game Violations	32	17	14	19
Animal Complaints	1,090	1,139	979	1,011
Total Other Offenses	20,648	17,899	21,576	22,306

MOTOR VEHICLE STOP/CRASHES	FY2013	FY2014	FY2015	FY2016
Motor Vehicle Hit Deer	35	26	21	32
Motor Vehicle Stops	3,039	2,929	2,907	3,371
Motor Vehicle Crash Reports	395	4546	503	429
Motor Vehicle Fatalities	0	0	1	1
Total Motor Vehicle Stop/Crashes	3,469	3,411	3,432	3,833

FEES COLLECTED	FY2013	FY2014	FY2015	FY2016
Beach Permits	\$337,826	\$388,434	\$401,574	\$437,700
FID/Pistol Permits	\$1,868	\$5,275	\$3,763	\$3,512
Taxi Permits	\$6,940	\$8,265	\$7,775	\$13,475
Parking Permits	\$46,175	\$50,195	\$70,740	\$80,275
Parking Fines	\$215,470	\$279,841	\$259,903	\$243,895
Alarm Registration Fees	\$105,989	\$114,355	\$113,856	\$109,738
All Other Fees	\$21,187	\$7,713	\$9,762	\$22,741
Total Fees Collected	\$735,454	\$854,078	\$864,373	\$911,336

SUMMARY OF BUSINESS LICENSING AND PERMITTING STATS

PARKING PERMITS ISSUED	FY2016
Residential Parking Permits	
Residential Parking Permits (\$50)	345

Residential Parking Permits (\$75)	22
Residential Parking Permits (\$100)	217
Residential Parking Permits (\$250)	5
Residential Parking Permits (\$500)	6
Total Residential Parking Permits Sold/Issued:	595
Commercially Registered Vehicle Permits	
Commercial Vehicle with Residential Parking Permit (Free)	33
Commercial Vehicle Registered on-island (\$25)	118
Commercial Vehicle Town Lot Permits (\$400)	25
Total Commercial Vehicle Permits Sold/Issued:	176
Misc. Parking Permits	
Guest House and Hotel Parking Permits (\$100)	50
Temporary Licensed Contractor Parking Permits (\$10 per day)	220
Temporary Residential Parking Permits (\$10 per day)	936
Long-Term Parking Permits (\$10 per day)	0
Courtesy Van Permits (\$100)	8
Live-a-board Parking Permits (\$50)	0
Town Pier Parking Permits (Free with paid Boat Slip)	94
Silver Street Parking Permits (Free)	3
Total Misc. Parking Permits Sold/Issued:	1,311
Total Parking Permits Sold/Issued	2,082

ALCOHOL, ENTERTAINMENT and COMMON VICTUALLER PERMITS ISSUED	FY2016
Annual Liquor Licenses	46
Seasonal Liquor Licenses	49
Temporary Alcohol Pouring Permits	110
Entertainment Licenses	105
Common Victualler Licenses	149
Total Licenses/Permits Issued	459

TOWN PIER, SHELLFISH and BEACH PERMITS ISSUED	FY2016
Beach Stickers	4,567
Mooring Permits	2,400
Shellfish Buttons	1,297
Commercial Scalloping Permits	140
Town Pier Slip Permits Issued	100
Total Marine Related Permits Issued	8,504

MISC PERMITS, LICENSES and APPLICATIONS PROCESSED	FY2016
Taxi Driver Licenses	253
Special Event Permits	225

Fingerprints Submitted for Civil Licensing	259
Town Pier "B" Lottery Applications Processed	302
Street Performer Permits	66
Rental Car Medallions	700
Mobile Food Unit Permits	11
Total Misc. Permits and Applications	1,816

It continues to be an honor to serve Nantucket as the Police Chief for the past eleven and one half years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next year we will do so with an objective to better serve you, the citizens of Nantucket.

Respectfully submitted,

William J. Pittman
Chief of Police



SCHOOL REPORTS

This report is a summary of school departments for the period of July 1, 2015 to June 30, 2016 and was prepared by Superintendent W. Michael Cozort with input from each school or department.

NANTUCKET PUBLIC SCHOOLS

*World Class Learning: We Learn, Grow and Care
Through Rigor, Relevance and Relationships*

2015-2016 was a significant year for the Nantucket Public Schools. Enrollments have continued to rise, but the growth has slowed somewhat providing some needed relief. As a result, we have been able to add programs and interventions which have shown a marked improvement in our achievement scores at the end of the year. Equally noteworthy, the addition to our middle school was completed and the sixth grade is happily ensconced in it, providing relief for that school as well as the high school. By next September, we expect the new, intermediate school to be ready for occupancy as well.

School Enrollment Academic years 2013 - 2016

	NES	CPS	NHS	Total
October 2013	683	348	450	1,481 students
October 2014	723	334	460	1,547 students
October 2015	722	332	513	1,567 students
October 2016	717	330	541	1,588 students

State Assessment Results

The Commonwealth's state-wide assessment program is the Massachusetts Comprehensive Assessment System (MCAS). The system was developed by the Massachusetts Department of Elementary and Secondary Education as directed by the Education Reform Act of 1993 and has been administered annually since 1998. The goal of the MCAS is to measure the academic achievement and progress of districts, schools, and individual students in demonstrating proficiency of the Massachusetts curriculum frameworks in English Language Arts, math, and science. The Education Reform Law of 1993 requires students to meet a Competency Determination Standard to receive a high school diploma. Every public school student, including students with disabilities, must participate in the assessment, although accommodations are available for these students and students unable to participate in the traditional test may complete an Alternative Assessment portfolio.

In 2011, Massachusetts joined the Partnership for Advancement of Readiness for College and Careers (PARCC), a multi-state consortium formed to develop a new, more rigorous, set of assessments for ELA and math. Nantucket Elementary School and the Cyrus Peirce Middle School have administered PARCC assessments in ELA and math for grades 3-8 for the past two years. Nantucket High School continues to administer MCAS in grade 10 for ELA and math. Science, technology, and engineering MCAS are administered in grades 5 and 8 and students in grades 9 and 10 have the option of choosing one science test in the areas of Biology, Chemistry, Introductory Physics, or Technology/Engineering to earn a proficient score to meet state graduation requirements. Results are reported in the Composite Performance Index

(CPI) format, a scale out of 100 – Proficient and Advanced scores receive a CPI of 100. Massachusetts did not report a state CPI for 2016. State CPIs have been relatively flat for the past 11 years.

2016 PARCC ELA

	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
2015 CPI	76.7	62.2	77.3	80.6	84.8	89.3
2015 State CPI	82.5	77.8	87.0	86.6	86.4	92.0
2016 CPI	77.8	70.9	76.8	79.1	90.5	92.1

2016 PARCC Math

	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
2015 CPI	81.5	63.4	73.5	75.3	71.4	76.9
2015 State CPI	85.3	77.1	83.2	81.2	72.5	78.1
2016 CPI	88.6	73.0	77.0	72.4	66.3	73.4

2016 High School MCAS (grade 10)

	ELA	Math
2015 CPI	93.5	83.8
2015 State CPI	96.7	89.9
2016 CPI	97.8	85.0
2016 State CPI	96.7	89.7

2016 MCAS Science

	Grade 5	Grade 8	Grade 9 Biology
2015 CPI	73.0	70.4	88.3
2015 State CPI	78.2	72.4	88.2
2016 CPI	70.2	72.4	92.4
2016 State CPI	76.4	71.3	88.9

Highlights of Nantucket's 2016 results:

- ELA CPIs improved in grades: 3, 4, 7, 8, and 10.
- Math CPIs improved in grades: 3, 4, 5, and 10.
- Science CPIs improved in grades: 5 and 10.
- Progress and Performance Index (PPI) improved in all three schools between 2015 and 2016
- NES and NHS made their annual PPI targets of 75.
- Highest CPIs ever for: Grade 3 Math (88.6) and High School Biology (92.4)

Recent PPIs and Cumulative PPI (4 year weighted average):

	2013	2014	2015	2016	Cumulative PPI (4 years)
NES	45	30	60	75	59
CPS	45	55	55	60	56
NHS	84	56	47	75	63
District	47	50	53	66	56

The Cumulative PPI determines school accountability level. Level 1 is the highest rating a school or district can achieve and level 5 is the worst. All three schools are Level 2 and therefore the district is at level 2, indicating that students met most, but not all, of their assessment targets.

In addition to raising student achievement, we know that we must always remain committed to ensuring that our students' physical and emotional needs are met. A strong physical education program, exciting music/arts programs, varied world languages and broad vocational education are integral to that and I am proud to report that we have maintained our commitment to each of those.

The school district continues to maintain relationships with local organizations: the Nantucket Historical Association, the Egan Institute, Maria Mitchell Association, ReMain Nantucket, the Boys' and Girls' Club and Strong Wings are among the community organizations that provide students with enrichment opportunities.

We are also fortunate to have so many caring and gifted educators and support staff. They give generously of their time and expertise, both inside the classroom and out. In addition to knowing and teaching their subjects well, they often are club and activity sponsors, coaches and confidants. They care deeply about our children and take pride in providing a learning atmosphere that promotes intellectual challenge and emotional wellbeing. A school system is only as good as its teaching faculty.

We are blessed to have students who demonstrate daily excellence in the classroom, on the playing fields and in their extra-curricular and volunteer activities. We are extremely proud of all of our graduates. Our students do a number of things after graduation: some travel; a few take an extra year of prep school; some go directly into the world of work; and many of our students have been accepted to outstanding colleges and universities. Clearly, students who go through the Nantucket Public Schools can, if they work hard, go anywhere and be successful!

Nantucket Elementary School – submitted by Principal Kimberly Kubisch

2015-2016 was another busy year at Nantucket Elementary School. The administrative team in place continued to be – Kimberly Kubisch, Principal; Nina Slade, Associate Principal Pre-K – 2; and Michael Horton, Associate Principal 3-5. The three of us spent a great deal of time in classrooms formally observing teaching and learning. The staff and students embrace *Responsive Classroom* as the classroom management model for the school. The Standards-based report card was refined even further. We implemented *Math Expressions* for the seventh year as the core math program, and for the fifth year the Language Arts Program - Houghton-Mifflin Journeys was used. In writing, we are utilizing the resources from Teacher's College Reading/Writing Project (Columbia University). All of these resources were utilized, refined, and expanded upon to support the teaching and learning of the Massachusetts frameworks.

To support staff with boosting student engagement in their learning, all classrooms have interactive whiteboards and other technologies. Teachers had Google Apps for Education training, and the students were using technology in classrooms daily, including Reading Eggs, IXL, Read Naturally, and Math Seeds. We continued to put more computers (Chromebooks) and/or iPad carts in classrooms for centers. We also purchased ST Math for third grade students. This program was used daily in third grade classes to boost concept understanding for approximately 45-90 minutes per week.

The NES staff collected and utilized a great deal of student performance data, including AIMS web (to analyze reading and math), assessments with the Journeys and Math Expressions resources, as well as

Fountas and Pinnell Reading Benchmark Assessments. PARCC results from 2015 also helped to provide necessary student information. Teachers were focused on using data to inform instruction and address math, reading, or writing concerns. Our fifth grade teachers worked in teams again this year. We had two platoon teams, but we decided to keep one teacher stationary for those children who may still require one teacher or maybe were not quite ready to switch classes yet.

Our school provides support for learning for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. The data mentioned above helped us to create co-teaching classrooms at every grade level with students who have special needs and the support of a Teaching Assistant and a certified Special Education teacher in those two rooms at every grade. We hired after-school tutors through Title I grant funds to support students with low PARCC performances. In addition, we had two after school ELL tutors who worked with some of our non-English speaking students in grades 1-5. We also provided an after school homework club. We have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges. Nantucket Elementary School continues to utilize an Options Program in collaboration with the Walker Partnership designed to meet the needs of students diagnosed with emotional disabilities. This program provides the opportunity to receive a modified educational program on the island. Francie Baskett continues to be the school's *ISLE* program teacher for students with special talents or areas of interest.

Once again, our students had the opportunity to participate in the traditional field trips. The third grade, in conjunction with their Social Studies content went to Plimoth Plantation; the fourth grade had their annual sleepover at the Boston Museum of Science; and the fifth grade did their three-day pilgrimage to Yarmouth Port, MA for Nature's Classroom learning experiences. Once again, our fourth grade students reaped the benefits of our community partnership with the Nantucket Historical Association. They had the opportunity to live like whalers and enjoy a sleepover at the Whaling Museum in March. This night included learning about all aspects of living on a whale ship: the food, the culture, the work, and the travel.

Last, but not least, we had the opportunity to participate in planning for the new Intermediate School. We were very excited to begin watching the construction start to take shape. The families and community were very accommodating as we had to make changes to the current property to allow for building to begin as well as staging of materials. The staff and students all look forward to the opening of that school!

Cyrus Peirce Middle School – submitted by Principal Peter Cohen

During the 2015-2016 school year, our student population at the middle school was 330 students. While that number will stay steady for another year or two, on the horizon are much bigger classes. It is therefore perfect timing that we saw the construction of a six-classroom addition to the middle school begin in the spring. That addition will bring some relief to our crowded school at both the middle school and the Nantucket High School. The new classrooms will be utilized by 6th graders for math, social studies, English, and special education. This will make room for the world language classrooms in our main hallway.

Under the leadership of the CPS faculty and principal Peter Cohen, Ed.D, the school continued to work to improve student achievement, raise the level of instructional rigor, and create a positive school climate. The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive, yet challenging environment and to provide them with 21st century skills for success in high school and beyond.

CPS has much to be proud of and many areas that we have identified as strengths of the school. Among them are quality educators, a supportive community, and effective communication. We will build on these strengths as we work to continuously improve. Among our major accomplishments is the new master schedule, which helped students explore electives and receive extra help within the school day. We have plans to continue to expand our intervention courses for struggling learners, as well as our extension courses for our top students. The Cyrus Peirce School is a strong, student-centered middle school with a solid sense of community for all and a positive environment for students and the community. As a school we set forth to maintain initiatives which support our school's mission.

The 2015-2016 school year was our first year as a 1:1 computing school. Every student and teacher had their own Chromebook laptop for use at school and at home. This initiative allowed access to technology in every classroom, as needed. While there is no mandate for technology use in the classrooms, when a lesson can be enhanced with technology integration, we believe students will be more engaged.

Staff and stakeholders continued to place instruction and increasing student achievement as the greatest priority. To that end, events and programs were developed throughout the school year to continue to increase the quality of the middle school experience. Students are exposed to a full range of coursework at the middle school level. At CPS we strive to ease the transition from elementary school and set students up for success as they prepare for high school. At the middle school level we focus as much on teaching students to be students as we do on content. Students in all three grade levels participated in the MAP (Measures of Academic Progress) testing, which is an assessment system aimed at determining student strengths and weaknesses in language arts, math, and science. These assessments were administered in September, January, and May to determine student growth and focus instruction on areas of weakness.

Professional development was a priority to support improved instruction. For the first time, peer observations helped teachers learn effective practices from colleagues. With our improvement goals focused on instruction, intervention, and innovation, CPS had a solid year of growth with exciting plans for the future.

Nantucket High School – submitted by Principal John Buckey

Nantucket High School enjoyed a successful 2015-2016 academic year. We had the most students ever enrolled at NHS with over five hundred pupils in grades nine through twelve. We added three new Advanced Placement courses – Art, Spanish and Seminar. We were a pilot school through the College Board with Advanced Placement Seminar. It is the first course in a two course series leading to a Capstone Diploma through the College Board. Twelve students successfully completed the Seminar course. In addition, we added two additional vocational electives – Allied Health and Introduction to Gardening and Landscape Operations 1 and 2. We were fortunate to partner with the Dorothy Egan Foundation on the launch of the Allied Health Course. Their support and generosity enabled nearly fifty students to explore careers in nursing and allied health fields. We also continued our partnership with the Nantucket Police Department in providing students an Introduction to Criminal Justice course. We welcomed a new School Resource Officer, Cassie Thompson, who taught this course. Our new automotive teacher, Mr. Derek Mulson, brought a wealth of experience to our students pursuing vocational interests in this field via his background with NASCAR. We welcomed several new teachers to NHS, but not all of whom were new to the school. This year we had islanders and alumni join the teaching faculty – Ms. Ashley Erisman and Dr. Amy Hinson joined our science department. We welcomed two new English Language Learner (ELL) teachers – Mr. Hank O'Roark and Ms. Seanne Webster. Rounding out the new hires were Mr. Mark Rice in mathematics and Ms. Casey Cordone in Special Education. Once again, Whaler Athletics enjoyed myriad

successes across the three seasons. In the fall, our student-athletes earned Cape and Islands' league championships in field hockey, boys' soccer and girls' soccer and Mayflower Athletic Conference champions in football. In the winter, they won Bay Colony champions in boys and girls swimming and diving. And in the spring they gained Cape and Islands' League champions in boys' lacrosse. We had MVPs and All-Stars in all three seasons in all three conferences. Whaler Pride was well represented. In the Fine, Applied and Performing Arts our students excelled in the studio, on the stage and in making music. The drama club presented a wonderful comedy in the fall and the musical, Chitty, Chitty Bang Bang was a tremendous success in the spring. Our partnership with The Artists Association once again capitalized on the talents of our artists via various media. Many Nantucket High School Juniors and Seniors took advantage of our School-to-Career program and once again made the island their campus. Many businesses and organizations opened their doors to serve our students as mentors. These extended learning opportunities would not have been possible without the numerous community partners who generously provide authentic and practical learning opportunities for our students.

Dr. John J. Buckey completed his eighth year as principal of Nantucket High School. Dr. Buckey led the largest graduating class – 114 students – through NHS' 177th graduation exercises, replete with a keynote address from islander and State Representative Mr. Timothy Madden. Nantucket High School Seniors Claire MacKay and Frances Steadman were named the 2016 Nantucket Golf Club Foundation Scholars. The island community, once again, generously gave to Nantucket High School graduates from the class of 2015 and numerous alumni through local scholarships, which totaled nearly three quarters of a million dollars.

Special Services – submitted by Director Nancy Miller

The Special Services Department at Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our regular education classrooms and co-curricular activities whenever possible. This approach is not only mandated by the Massachusetts Department of Elementary and Secondary Education, but helps all of our students learn as a community of individuals with unique strengths and challenges. When special needs services are provided in classrooms, in our activities, and on our playing fields, all students benefit.

Our system-wide support services for students, ages 3–22, broadly include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, transitional services for our 18-22 population, occupational therapy, speech and language therapy, physical therapy, behavioral therapy, parent consultation, counseling, social skills instruction, early intervention support, extended school year services, assessment and diagnosis.

The Special Services Department, during the 2015-2016 school year, focused on strengthening and expanding our programming for significant special needs students. The department added a third Pre-School classroom in response to growing needs and increased staffing in our Speech and Language Department with the addition of a certified Speech and Language Assistant. We also focused on expanding co-teaching classrooms throughout the district. In co-taught classrooms, a content teacher and a special needs teacher work together to instruct all students in the class so that everyone benefits from the blended skills, knowledge and experiences of two highly qualified teachers. At NES, every grade had a least one co-taught classroom. At CPS and NHS, all four major content areas offered co-taught sessions.

During the 2015-2016 school year, the Department of Special Services provided a range of professional development activities including presentations on Civil Rights, Proloquo (software for non-verbal students), Language-Based Learning Strategies for the Classroom, Behavioral Strategies for the Classroom, Collaborative Problem Solving, Working with Anxious Students, and Transitions for Special Needs Students to Adult Services. Our Occupational Therapists and Speech Therapists attended state conferences to enhance their skills. Our School Psychologists participated in a national conference that focused on new cognitive assessments.

For the second year in a row, the Department of Special Services participated in the Cape and Islands Special Olympics Spring Field Event. A team of staff members and parents and nine students joined other Cape and Islands students in team and individual events such as jumping, running, throwing, catching and balancing. It was a day filled with joy and our students were all smiles as they showed off their medals on the boat ride home!

Approximately 227 students were provided services in our local schools through an Individualized Education Plan (IEP) during 2015-2016. This represents about 14.2% of our student body and is below the state average of approximately 17%. In addition, seven students were provided services in residential treatment facilities. Students are placed in residential schools when their learning and safety needs are so significant that the local schools are unable to provide appropriate services.

In addition to students who have Individualized Education Plans, there were approximately 70 students who received accommodations in accordance with 504 Accommodation Plans. While most of the accommodations provided to students were classroom accommodations to facilitate learning, accommodations can also include support to attend school activities, support for personal needs, support for transportation and support to navigate our building. Finally, in accordance with Child Find regulations, during 2015-2016, the Special Services department conducted 143 Special Needs evaluations in response to requests from families, teachers and specialists.

English Language Learners – submitted by Director Jeremiah Splaine

Nantucket Public Schools continues to welcome students whose native language is not English. In 2016, the K-12 student body is made up of students from the United States and twelve foreign countries: Brazil, Bulgaria, the Dominican Republic, El Salvador, Guatemala, Honduras, Jamaica, Lithuania, Mexico, Nepal, Romania and Uzbekistan. Our students speak eleven different foreign languages in addition to English. While most of our English Language Learners (ELL) are immigrants, there is a growing community of students who were born on Nantucket and were raised in households where the primary language is not English.

According to our annual student data report to the state, there are 255 students in our English Language Learner program, as of October 1, 2016. In addition to these students, who are in the process of learning English, there are approximately 170 students who are bilingual in both English and their native language. This diversity is a tremendous asset to the district, as these bilingual students bring a rich cultural and linguistic heritage to our school community.

Nantucket Public Schools is committed to improving outcomes for English language learners. The goal of our English Language Learner program is to promote English language acquisition and academic achievement by our students. To this end, we have increased our capacity to educate these students by adding additional staff every year, for the past three years. We currently have nine full-time ELL teachers;

two each at Nantucket High School and Cyrus Peirce Middle School, and five at Nantucket Elementary School, where over 150 of our ELL students are enrolled. In addition to increasing the number of ELL teachers, the district has added staff in both administrative and student support positions. We employ a Director of English Language Learner Services, who oversees compliance with Massachusetts Department of Elementary and Secondary Education mandates and regulations, a district bilingual Spanish translator/interpreter located in the front office of the high school, and a bilingual Spanish family outreach liaison at Nantucket Elementary School. In addition to improving our capacity to provide instruction in English language development, the district has trained over 90 core academic teachers in delivering Sheltered English Instruction (SEI), through the state-wide RETELL initiative. RETELL, which stands for Rethinking Equity in English Language Learning, is a Massachusetts Department of Elementary and Secondary Education (DESE) mandated program designed to provide mainstream teachers with strategies and techniques to make their demanding academic content comprehensible to students who do not speak English. Nine administrators at Nantucket Public Schools have also earned their SEI endorsements so that they may provide guidance and support to classroom teachers through the Commonwealth's educator observation and evaluation protocol.

2015-2016 was a watershed year for the district's English language learner program. Our students performed well on the WIDA ACCESS 2.0 standardized assessment of English proficiency. For the first time, Nantucket Elementary School was awarded bonus points in the state's district accountability system for students' improvement in English language acquisition. Our English learners also improved their achievement scores on both the PARCC tests, administered to students in grades 3-8, as well as on grade 10 MCAS exams in Biology, Mathematics and English Language Arts. A record 30 students achieved proficiency in English language development and successfully exited our program. The performance of these Former English Learners (FEL) was also greatly improved on state mandated standardized assessments, with all students scoring proficient or above on both MCAS and PARCC.

As the demographics of Nantucket continue to change, our students reflect the best of these changes. English Language Learners at Nantucket Public Schools contribute to the school community in many arenas. Whether through extra-curricular activities, on the playing fields or in the classroom, Nantucket Public Schools is enriched and strengthened by our culturally diverse student body.

Technology Department – submitted by Director Karen McGonigle

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. There are four primary areas that the district technology department focuses on: Educational Technology; Infrastructure; Professional Development; Data Collection and Reporting.

Educational Technology

The technology department continued to add and upgrade SMARTBoards, desktop computers, laptop computers, iPads and Chromebooks for classrooms at all schools. Obsolete equipment was removed from service and recycled. The district is invested in Google Apps for Education and it is the increasing use of this application that is driving the one-to-one initiative at CPS and the demand at NHS for moving in a one-to-one direction. The technology department continued to provide significant support for the PARCC online assessment for grades 3-8. All CPS students, grades 6-8, received a Chromebook in September 2015 in support of the one-to-one initiative. 120 Chromebooks were added at NES from existing CPS inventory to

support the PARCC initiative and allow for 1:1 testing by grade level. NHS also received 120 Chromebooks from existing CPS inventory.

Infrastructure

The district was able to acquire new technology tools in all three schools as follows: 2 laptops; 1 Desktop; 1 iPad; 536 Chromebooks; and 11 SMARTBoards with projectors. The district desktop, laptop and iPad inventory was sufficient for the fiscal year and did not require significant replenishing. The district was awarded ERATE funding to upgrade the wireless network. This project provided 100% campus coverage for Wi-Fi. Internet bandwidth was continued at 200Mbps also utilizing federal ERATE funding.

In January 2016, the district began a migration to a new website platform, SchoolWires by Blackboard. The new website is scheduled to be launched in August of 2016.

Professional Development

The focus for professional development continues to be high quality training for using technology in the classroom. Sessions continued to be offered for the SMARTBoard interactive whiteboards, SchoolCenter website development, Kurzweil and Google Apps for Education. Training for website administrators was also provided as part of the migration process from SchoolCenter to SchoolWires for the district website. More emphasis was placed on school and peer led technology professional development and working sessions during EWD and planning time.

Department of Education (DESE) Data Collection

The technology department coordinates state data collection efforts, provides professional development to data entry staff and maintains the software and hardware necessary to perform these tasks. DESE data collection for student demographic, staff and teacher highly qualified and course catalog data is performed in October, March and June of each school year.

Nantucket Public Schools Facilities Department – submitted by Director Diane O’Neil

It has been a very busy year for the Facilities and Grounds Department. With the new Intermediate School and CPS Middle School addition construction and the construction of new parking lots, sidewalks, drives, fences and gates, it has been an amazing year of challenges met. We have put in many long hours making this a great project and are very grateful to the voters of Nantucket who helped make this happen. In preparation of the construction we had to move the Sustainable Nantucket Garden, relocated the fiber optic cable that feeds the Elementary School, had an archaeological survey done of the entire area, moved the Elementary School playground equipment and got the large north parking lot built before we could break ground, all while the schools were open.

Along with all that has been going on with the larger construction projects the Facilities and Grounds staff has worked very hard to maintain all existing School facilities. Projects that were completed in the 2015-2016 fiscal year are: exterior painting and repairs of the High School and Middle School; the installation of an HVAC system in the server room; the relocation of the Middle School woodshop in preparation of the addition; the replacement of all pool windows; the replacement of some exterior doors; repairs to the football and soccer fields; the installation of a driveway gate at the CPS entrance; painted CPS hallways; replaced the large playground equipment at NES; installed interior hallway doors at NES for safety and security; replaced circulating fans in the NES Gym; and the complete renovation of the Photo Lab at NHS.



Nantucket Community School – submitted by Caitlin Waddington

NCS offers year-round, high quality, affordable programs for all ages. As one branch of the Nantucket Public School district, we utilize the school buildings, our mid-island location at 128 Old South Rd, a downtown campus at 56 Centre Street and various sites and Town fields across the island to offer programs that are responsive to the community's needs and interests.

It is a pleasure to report that NCS filled over 11,200 seats during the 2015/16 school year! Participants were comprised of a diverse array of community members and seasonal guests who were actively engaged in a variety of programs. Activities ranged to include beginning swim classes for adults and children, meditation, yoga, YELL/Teen Leadership, NHS FBLA Club, POUND™ Fitness, Drivers Education, Teen Fitness and Conditioning, Extended Day after school childcare, Funtastics-Gymnastics, DanceWorks, Dolphins/USS recreational swim teams, Polished Dental, Financial Literacy courses, Quick Start Tennis, Summer Boost kindergarten readiness classes, Welcome Baby visits, Parenting Education classes, playgroups for young children, summer ACKventure Day and Sports Camps, Nantucket Young Chef Academy and Culinary classes, ACKventure Putt (mini-golf), Nantucket Real Estate School, HiSET/GED testing site, ESOL/English and French classes, Babysitting Workshops, First Aid/CPR/AED certificate classes, dog (and human) training and coordination of the Community Recreation permits and scheduling process for the town fields.

The re-opening of the Early Childhood Center (ECC) at its new location within NCS's main office at 128 Old South Road was a welcome and necessary resource for island families with young children - especially during the long, cold winter! In fact, there were over 1,500 visits to the ECC for drop in play with an additional 1,820 members actively participating in the Early Childhood Education classes, playgroups and family events!

During the 2015/16 school year, the Nantucket Community School (NCS) was fortunate to receive grants and donations from Nantucket Education Trust, reMain Nantucket, Nantucket Yacht Club, The Nantucket Fund™, ASAP Nantucket, T. Theory Foundation, the Will Brown Scholarship Fund via the Community Foundation for Nantucket and the Department of Early Education and Care. These generous gifts, along with revenue collected through NCS's low program fees and the yearly Town appropriation supported the Community School team in their mission to engage and strengthen the Nantucket community.

NCS's positive impact is only anticipated to expand as they endeavor to fill our island's gaps - when and where needed. Adding the 'Spring into Fun' afterschool program was a great success during the NBGC spring closure in 2015. Currently, NCS is filling the interim supervisory role with the Wee Whalers Preschool and Daycare program. The Adult Education and Enrichment department based at 56 Centre Street is also expected to grow in influence through a priority focus on supporting our island's non-profit organizations, as well as, growing new strategies to support adult learners of the English language.

Much of what the Nantucket Community School provides is a direct result of input from our islanders and collaborative business partners, the NPS administrative team and the leadership from the Town of Nantucket. Please drop by or reach out to our NCS Director, Caitlin Waddington. She looks forward to hearing from you and reminds you to please visit the NCS website regularly as new programs for ALL ages are posted as they arise, www.nantucketcommunityschool.org.

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The Nantucket Public Schools have improved each and every year, thanks to an accomplished administration, a dedicated faculty, supportive parents and students who strive to excel. We are committed to creating a system that continues to get better. We have continued to enhance our facilities, expand our programming for all students and provide meaningful professional development for our faculty. In short, we are raising the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community-at-large. We thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort  
Superintendent of the Nantucket Public Schools

## COUNTY REPORT

### REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2016 is as follows:

- The total number of instruments recorded was 7,992
- The total revenues received and disbursed was \$5,170,403.95

#### Revenues disbursed to the County were as follows:

|                                |                     |
|--------------------------------|---------------------|
| Recording fees and copies      | \$188,401.14        |
| Interest                       | 45.12               |
| Minus bank charges             |                     |
| Other monies                   | 0                   |
| Deeds Excise Fund <sup>1</sup> | 716,229.76          |
| <b>Total</b>                   | <b>\$904,676.02</b> |

#### Revenues disbursed to the state were as follows:

|                                   |                       |
|-----------------------------------|-----------------------|
| Deeds Excise <sup>2</sup>         | \$3,671,814.93        |
| CPA Surcharge <sup>3</sup>        | 148,690.00            |
| Technology Fee <sup>4</sup>       | 39,950.00             |
| State Recording Fees <sup>5</sup> | 405,273.00            |
| <b>Total</b>                      | <b>\$4,265,727.93</b> |

Our total number of instruments recorded increased 6.8% from last fiscal year. Our total revenues from recording fees increased 6.7% from last fiscal year. Our total revenues from Deeds Excise increased 1.8% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

<sup>1</sup>As a result of the state takeover of the County sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to pay down the debt of the Public Safety Facility.

<sup>2</sup>Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010 the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).



<sup>3</sup>The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds, and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

<sup>4</sup>Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2020.

<sup>5</sup>Chapter 4 of the Acts of 2003 also raised the recording fees. The State Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Accomplishments for fiscal year 2016 include the following:

- Technology Fund end date extended to June 30, 2020 through legislation.
- E-recording increased

Our goals for fiscal year 2017 are:

- Increase e-recording
- Register's Association trying to eliminate retention of original Land Court documents through legislation, therefore alleviating storage space issues.

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Cassano and Administrative Assistant Amanda Furtado.

Respectfully submitted,

Jennifer H. Ferreira  
Register of Deeds



## **TOWN AND COUNTY COMMITTEE/COMMISSION REPORTS**

### **ABATEMENT ADVISORY COMMITTEE**

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

During the fiscal year 2016 the Committee was able to assist the Assessor in the timely review and disposition of 263 real property abatement applications.

Respectfully submitted,

Judith A. Moran  
Chairwoman

### **ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS**

The Advisory Committee of Non-voting Taxpayers (ACNVT) makes recommendations to the Nantucket Board of Selectmen on issues of concern to nonresident taxpayers, typically summer residents who own vacation homes on island. While they have no voting rights at town meeting, as taxpayers they have views on Town funding and expenditures and how the Town is administered.

During fiscal year 2016, five public meetings were held, on July 18, August 1 and 15 and September 5, 2015 and the last June 25, 2016. These meetings gave ACNVT members the opportunity to discuss Town issues with three members of the Board of Selectmen and with the Director of Visitors Services and the Executive Director of Housing Nantucket.

A list of issues taken up in these meetings follows. No recommendations to the BOS were made in FY2016 but one member Howard Blitman, versed in the construction of affordable housing, met with the Executive Director of Housing Nantucket to offer suggestions in keeping with the Committee's concerns. As in past years the Committee co-sponsored with the Nantucket Community Association a Summer Forum, the eighth, well attended by summer residents and Town officials.

The Committee reviewed the following:

- Need for affordable housing to accommodate year-round and seasonal workforce, if not provided by employers, with total number of units fulfilling state's criteria to bar 40B developments
- Possibility of affordable units on Town's 4 Fairgrounds Road property
- Role of Housing Nantucket in addressing affordable housing needs
- Proposed relocation of Our Island Home, e.g., to the Sherburne Commons site
- Status of Home Rule Petition seeking authorization to raise the Residential Tax Exemption cap from 20% to 30%
- Beach partying excesses July Fourth on Surfside-Nobadeer beach
- Elected versus appointed membership on the HDC

- Plus and minus of alternatives to present open town meeting form of government
- Impact of extending Room Occupancy Tax to include private home vacation rentals
- Quick response of DPW when alerted to vegetative encroachments on public ways
- Scope of Visitors Services operations
- Town plans for new bike paths and for improvements along Old South Road to accommodate foreseeable traffic increase, also siting of a bike path along proposed upgrade of the Boulevard in Surfside.

Respectfully submitted,

Justin Strauss  
Chairman

### **AGRICULTURAL COMMISSION**

Activities and accomplishments:

- Supported the passing of a Right to Farm Bylaw
- Worked with the Board of Health on proposed regulatory changes
- Brought over Peter Westover from the Massachusetts Association of Agricultural Commissioners
- Updated the Agricultural Commission's Town web page with helpful links
- Added four new members
- Provided information about the Agricultural Commission at the Island Fair
- Obtained permission to use state approved Backyard Chicken Brochure from Town of Barnstable
- Became a Member of the Massachusetts Association of Agricultural Commissions
- Became a member of the Massachusetts Farm Bureau

Matters considered/matters pending:

- Considered Board of Health regulatory changes concerning animals
- Considered and heard complaints from citizens on roosters crowing
- Considered changes to the Town's Nuisance Bylaws
- Pending matter of getting town Board of Health approval for distributing the Backyard Chickens manual
- Provide information on all matters considered by the committee and any matters still pending

Recommendations for 2017:

- To increase awareness of the commission
- Develop an email list and newsletter
- Understand new state laws currently in process concerning agriculture
- Review and adjust plan of work

Respectfully submitted,

John Kuszpa  
Chairman

## **BOARD OF HEALTH**

Under Massachusetts General Laws, the Board of Health is responsible for disease prevention and control, environmental protection and promoting a healthy community. The Board of Health consists of five members; four representatives of the community from various backgrounds appointed by the Board of Selectmen plus one representative from the Board of Selectmen. We encourage citizen participation in our efforts to make the island a healthy place to live and improve the environment. Citizens are welcome to attend our monthly meetings the third Thursday of each month at 4:00 PM.

Highlights of actions taken by the Board of Health in the past fiscal year:

- Amended Board of Health Regulation 64.00 to improve harbor water quality. The amended regulation requires all properties in the Harbor Watershed District not connected to sewer lines to install upon new construction, septic system repair, system expansion or transfer of property a Department of Environmental Protection-approved nutrient reducing technology (Innovative/Alternative) septic system;
- Approved a program for hunters to donate venison to the Nantucket Food Pantry. The program's purpose is to help manage the large deer population and reduce the incidence of tick-borne disease;
- Reaffirmed the need to enforce Regulation 71.00 requiring biodegradable packaging on the island;
- Reaffirmed the need to enforce Board of Health Regulation 75.00 concerning the appropriate methods of using fertilizer on the island;
- Approved several loans under the Community Septic Management Program, Administrative Consent Orders and Septic Betterment Agreements to ensure that failed septic systems were repaired in environmentally sensitive areas; and
- Reviewed several variance requests of regulations and issued condemnation orders to ensure safe housing.

Additional information may be found in the Health Department report.

Respectfully submitted,

Malcolm W. MacNab MD, PhD  
Chairman

## **CEMETERY COMMISSION**

The purpose of the Nantucket Cemetery Commission is: to provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket; to provide complete and accurate records of those buried in Town controlled cemeteries to the Town Clerk; to develop and maintain record keeping procedures, systems, a lot and services price list, and regulations in order to assure the respectful committal of human remains on Nantucket; and to provide space for the Town's burial needs.

Cemeteries controlled by the Town are: Founders Burial Ground, the Historic Coloured Cemetery, Miacomet Burial Ground, New North, Newtown, Old North, Polpis and Quaker Cemeteries and Quaise Asylum Burial Ground.

Progress continued with the Commission's Cemetery Improvement Plan with the installation of glacial erratics or boulders inscribed with the name of each Town cemetery replacing the painted wooden signs. The Commission worked with the Historic District Commission to gain approval of this project. These etched boulders will bear a more permanent welcome to each cemetery. We are grateful to the Nantucket Conservation Foundation and Neil Paterson, Inc. for making this project possible.

Additional plots have been laid out at Polpis Cemetery bringing the total number to 120 of which 48 have been sold to date. Numbered toe markers have been set for each lot. The Commission has also discussed with an abutter the possibility of swapping land on the east side of the cemetery to correct the neighbor's setback encroachment, for land to the north as an enhancement to Polpis Cemetery. We are also requesting the County designate a portion of the old Polpis Road layout to the Cemetery to provide safer access.

After a year of planning for additional space at Newtown Cemetery, the Commission hired a contractor to conduct ground-penetrating radar in an attempt to locate additional burial space for full casket burials. Investigation of the existing roadways revealed the possibility of burials. For several years the Town has been trying to clarify the ownership of three lots adjacent to Newtown to verify they are actually part of the original cemetery layout. Work continues on this project.

The Commission has begun planning for monument restoration work in each of the seven cemeteries with existing monuments. We will begin with the Quaker Cemetery and proceed with monument repair and restoration in the remaining cemeteries. Prices have been received for the initial work at Quaker Cemetery and work will begin in the fall of FY 2017. Plans will be developed for phase 2 of our Cemetery Improvement plan including maintaining access to the Historic Coloured Cemetery as work on the new hospital commences.

Respectfully submitted,

Allen B. Reinhard  
Chairman

#### **COMMISSION ON DISABILITY**

The Nantucket Commission on Disability represents and advocates for the needs and interests of Nantucket's residents and visitors who have a disability. It is the goal of this Commission for everyone to fully integrate and participate in the Nantucket Community. "Access for All" is our Commission's objective.

The Commission worked to accomplish the following goals in the fiscal year 2016:

- Continued to work with the Town to improve access on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for Nantucket residents who have a disability.

- Continue to communicate with Island businesses to raise accessibility awareness, and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of newly constructed and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the Nantucket population who have a disability.
- Purchased portable ramps for visitors using a wheelchair to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these ten-foot, eight-foot, and threshold ramps allow visitors who use a wheelchair to more easily access their Nantucket vacation home. We also loan these ramps to residents who use a wheelchair because of a temporary disability.
- Worked with the Land Bank in helping to identify which of their properties would benefit from incorporating accessible features so that residents and visitors who have a disability can enjoy the beautiful views and vistas that the Land Bank's properties offer.

The Commission has set several priorities for fiscal year 2017: The Commission will continue to further the community's awareness of accessibility concerns, and strive to improve day-to-day living for the population on Nantucket who have a disability. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry in regards to accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.
- Create a directory of scenic areas where people can drive and park and enjoy the natural beauty of Nantucket either from inside or outside their vehicle.
- Partner with the Director of Culture and Tourism for the Town of Nantucket to update our Guide for Visitors with Special Needs and provide access to the Guide through the Town's website.
- Work with students from Worcester Polytechnic Institute to identify accessible outdoor spaces around the island, and identify outdoor spaces that could incorporate accessible features such as accessible parking spaces with access aisles and accessible surfaces, benches to enjoy the views and vistas, accessible walking paths to the benches.

Respectively submitted,

Milton C. Rowland  
Chairman

#### **COMMUNITY PRESERVATION COMMITTEE**

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community

Preservation Trust Fund drawn from a surcharge of \$20 on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to Town Meeting for the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$30 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 37% for affordable housing, 35.6% for historic preservation and 24% for open space and recreation. 3.4% was used for administration purposes.

In fiscal year 2016, the CPC reviewed, assessed and ranked 15 applications for CPA funding for fiscal year 2017. Funding for 15 projects, totaling \$2,560,000 was approved by the citizens of Nantucket at the 2016 Annual Town meeting as follows:

| <b>Purpose</b>                                                                                                                                                                                      | <b>Amount</b>      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
|                                                                                                                                                                                                     |                    |
| <b><u>Historic Preservation</u></b>                                                                                                                                                                 |                    |
|                                                                                                                                                                                                     |                    |
| <b>South Church Preservation Fund</b><br>Restoration of the lighting of the Unitarian Meeting House                                                                                                 | \$93,068           |
| <b>First Congregational Church of Nantucket</b><br>Restoration of the front and the tower of the Summer Church                                                                                      | \$371,905          |
| <b>Nantucket Historical Association</b><br>Restoration of Quaker Meeting house                                                                                                                      | \$40,000           |
| <b>Museum of African American History</b><br>Fourth phase of restoration of foundations and out buildings contingent on access to the archeological data uncovered                                  | \$307,246          |
| <b>Hospital Thrift Shop</b><br>Second phase of restoration of structural frame, central chimney, and drainage systems                                                                               | \$78,700           |
| <b>Preservation Institute Nantucket</b><br>Envision Nantucket, 3D Laser scanning of heritage resources, Phase 3 contingent on public access through GIS                                             | \$107,800          |
| <b>American Legion Post 82</b><br>First phase of conservation and restoration of exterior brick walls contingent on review by Preservation expert and plan to complete total project before funding | \$64,300           |
| <b>Town of Nantucket Natural Resources Department</b><br>Second phase of restoration of the Brant Point shellfish hatchery                                                                          | \$200,000          |
|                                                                                                                                                                                                     |                    |
| <b>Sub-total</b>                                                                                                                                                                                    | <b>\$1,263,019</b> |
|                                                                                                                                                                                                     |                    |
| <b>All of the funds to be used in this category are from the Community Preservation surcharge,</b>                                                                                                  |                    |

|                                                                                                                                                                                                                                                        |                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>interest and the State matching funds.</b>                                                                                                                                                                                                          |                  |
|                                                                                                                                                                                                                                                        |                  |
| <b><u>Community Housing</u></b>                                                                                                                                                                                                                        |                  |
|                                                                                                                                                                                                                                                        |                  |
| <b>Nantucket Interfaith Council</b><br>Housing and rental assistance program                                                                                                                                                                           | \$130,000        |
| <b>Habitat for Humanity Nantucket Inc.</b><br>Construct additional houses at Sachem's Path                                                                                                                                                             | \$250,000        |
| <b>Housing Nantucket</b><br>Phase two of four community rental housing units at Surfside Road                                                                                                                                                          | \$261,000        |
| <b>Housing Nantucket</b><br>House recycling project to create two units of affordable rental Housing,<br>funding for one half of proposed project                                                                                                      | \$157,500        |
| <b>Town of Nantucket</b><br>Funds to pay the interest and principal in the first year of the Bond<br>authorized at the 2015 Nantucket Town Meeting for the balance of the<br>infrastructure at the Sachem's Path affordable housing complex            | \$112,000        |
|                                                                                                                                                                                                                                                        |                  |
| <b><u>Sub-total</u></b>                                                                                                                                                                                                                                | <b>\$910,500</b> |
| <b>\$150,000 of the funds utilized for this category is from the Reserve for Community Housing with<br/>the balance of the funds to be used in this category from the Community Preservation<br/>surcharge, interest and the State matching funds.</b> |                  |
|                                                                                                                                                                                                                                                        |                  |
| <b><u>Open Space Conservation/Recreation</u></b>                                                                                                                                                                                                       |                  |
|                                                                                                                                                                                                                                                        |                  |
| <b>Town of Nantucket</b><br>Funds to pay the interest and principal of the Bond authorized at the<br>2012 Nantucket Town Meeting for the creation of an artificial turf playing<br>field at Nobadeer Farm Road.                                        | \$125,000        |
| <b>The Nantucket Pond Coalition</b><br>Funds to eradicate phragmites on White Goose cove, Long Pond subject<br>to approval of the project by the Nantucket Conservation Commission                                                                     | \$24,900         |
| <b>Designated Reserves for Open Space</b><br>Allocation to Open Space Reserves for future use                                                                                                                                                          | \$106,100        |
|                                                                                                                                                                                                                                                        |                  |
| <b><u>Sub-total</u></b>                                                                                                                                                                                                                                | <b>\$256,000</b> |
| <b>All of the funds to be used in this category are from the Community Preservation surcharge,<br/>interest and the State matching funds.</b>                                                                                                          |                  |
|                                                                                                                                                                                                                                                        |                  |
| <b>Community Preservation Committee Undesignated reserves</b><br>Balance of funds available for FY 2017 for future use                                                                                                                                 | \$10,481         |
|                                                                                                                                                                                                                                                        |                  |
| <b>All of the funds to be used in this category are from the Community Preservation surcharge,<br/>interest and the State matching funds.</b>                                                                                                          |                  |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b><u>Administrative</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b>Community Preservation Committee</b><br>Administrative and operating expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | \$120,000            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b><u>Sub-total</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>\$120,000</b>     |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b>All of the funds to be used in this category from the Community Preservation surcharge and the State matching funds.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b><u>TOTAL</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>\$2,560,000</b>   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b>All amounts to be appropriated from the following sources:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b><u>SOURCES</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b><u>AMOUNT</u></b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| Raised and appropriated from FY 2017 Community Preservation Surcharge                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$1,914,000          |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| From State matching funds for FY 2016, to be received in 2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$486,000            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| From Interest                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$10,000             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| From Designated Reserves for Community Housing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$150,000            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <b><u>Total Revenues</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>\$2,560,000</b>   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |
| <p>For fiscal year 2017 Community Preservation Purposes with each item considered a separate appropriation to be spent by the Community Preservation Committee.</p> <p>Provided however, that the above expenditures may be conditional on the recording of appropriate historic preservation restrictions for historic resources, open space restrictions for open space resources, recreational restrictions for recreational resources and for affordable housing restrictions for community housing; running in favor of an entity authorized by the Commonwealth to hold such restrictions for such expenditures; meeting the requirements of Chapter 184 of the General Laws pursuant to Section 12 of the Community Preservation Act.</p> |                      |

Respectfully submitted,

Kenneth Beaugrand  
Chairman

## **NANTUCKET CULTURAL COUNCIL**

In December, 2015 the Nantucket Cultural Council Awarded \$4,390 in grants to the following local organizations:

- Artists Association of Nantucket – for Senior Art Exhibit - \$800
- Theatre Workshop of Nantucket – for an Evening with Shel Silverstein - \$900
- Nantucket Historical Association – for Young at Art - \$525
- Nantucket Dreamland Foundation – for Annie Kids - \$900
- Nantucket Community Music Center – for field trip to Boston Symphony youth concert - \$765
- Nantucket Atheneum – for One Book One Island Nantucket - \$500

Respectfully submitted,

Jordana Fleischut  
Chairman

## **HARBOR AND SHELLFISH ADVISORY BOARD**

Established in 1976 by an act of the Massachusetts Legislature, the Harbor and Shellfish Advisory Board is a seven-member elected board whose mission is to make recommendations to the Nantucket Board of Selectman of said town of persons to be appointed to the position of Harbor Master and Shellfish Warden. The Board shall recommend and advise the Selectmen concerning the duties and responsibilities of the Harbor Master and Shellfish Warden, and the Board shall have other duties and responsibilities as may be necessary for the proper use and management of the water and shellfish of the Town of Nantucket.

Three new members, Fritz McClure, Kenneth Kuntz and Joseph LiPuma, joined the Harbor and Shellfish Advisory Board in April 2016 replacing outgoing HSAB members Dr. Peter Boyce, Michael Glowacki and Wendy McCrae. For FY 2017, the HSAB elected Peter B. Brace as chairman, Andrew Lowell as vice chairman and Fritz McClure as secretary.

With major legal help from HSAB member Kenneth Gullicksen, the HSAB reviewed the Harbors and Town Pier Regulations, Chapter 250, and produced recommended amendments to these regulations for the Board of Selectmen. These recommendations included clarifying mooring permit regulations, deleting certain sections of the regulations already in the corresponding by-law, moving certain sections to make the regulations easier to understand, removing sections and text not deleted by the last amendment to these regulations by the selectmen in 2015 and slightly expanding the use of moorings.

During the 2016 fiscal year, the HSAB, with the approval of the Selectmen, revamped the free 60-and-over scallop “white button” former commercial license by changing the two-bushel daily limit to a weekly recreational-only two-bushel limit. This change is an effort to end the practice of “retired” senior scallopers selling their daily free two bushels.

Reinvigorated with three new members in April, our board generated a set of goals and objectives for FY 2017, to take a more proactive approach to dealing with issues facing this board within its purview. Chief

among them is activating Shellfish Management Plan Implementation Committee, to which the HSAB appointed Fritz McClure as its representative. Our board also will consider whether eelgrass destruction by conventional mooring tackle including chain dragging on harbor bottoms can be mitigated through environmentally friendly mooring tackle and anchors, how to better educate the general public on harbor and shellfish regulations, and avenues for seeking grants for eelgrass restoration among other goals and objectives.

After choosing not to support the idea for the 2016/2017 season, the HSAB voted to revisit for the 2017/2018 commercial scalloping season scalloper Carl Sjolund's proposal to decrease the five-bushel limit per commercial shellfish license to four bushels during November 2017 to gauge impacts on season longevity. The board also continued to support the efforts of the Natural Resources Department including its "Shuck it for Nantucket" oyster restoration project, Town Shellfish Biologist Tara Riley's shellfish propagation efforts and the Nantucket commercial fishermen growing oysters in Nantucket Harbor.

Respectfully submitted,

Peter B. Brace  
Chairman

#### **MOSQUITO CONTROL COMMISSION**

In FY 2016 the Nantucket Mosquito Control Project was in its fourth operational season under the supervision of contractor, Vector Disease Control International (VDCI). A board of five commissioners oversaw the program and consulted with VDCI staff on implementation of an Integrated Mosquito Management Plan for Nantucket County. The commission embraced a three-pronged approach to mosquito control – surveillance, trapping and testing mosquitoes, larvicide applications and public education.

In FY 2016 larval surveillance was conducted throughout the island in wetland habitats where known and suspected larval breeding habitat exists. Larval surveillance was performed using a standard dip-cup which is submerged into standing water and then inspected for mosquito larvae.

Adult surveillance was conducted using Center for Disease Control light traps and Gravid mosquito traps. Traps were set weekly at eight long-term sites. The long-term trap sites were chosen in 2014 and have remained the same to develop a long standing data set of mosquito trends on island. Since the inception of the program, mosquito collection numbers declined from 21,062 mosquitoes collected in 2013 to 12,317 mosquitoes in 2014 to 9,022 mosquitoes in 2015. The number of mosquitoes collected in traps is an indication of the overall mosquito population on Nantucket.

Data collected from the long-term traps included number of specimens collected, species diversity, and disease presence. Each trap was counted and species were identified. Known disease vector species were shipped to a molecular lab for disease analysis. In FY 2016 mosquitoes were tested using PCR assays and all results were negative.

Larvicide applications were performed using a granular bio-control agent bacillus thuringiensis israelensis, Bti. The corn based product was applied to wetland habitats where active mosquito larvae were observed.

Nantucket Conservation Foundation (NCF) land was again excluded from larvicide treatments per their request, but because several of their properties produce an abundance of mosquitoes, a research agreement has been implemented to document problem areas. In FY 2017, VDCI will present data to NCF so that they may review their policy on mosquito control and make a decision on treatment and/or management strategies.

Goals for FY 2017 include expanding larvicide treatment locations, developing a long-term plan for wetland and marsh management to reduce mosquito habitat, and to expand public education efforts to include multiple school programs next spring.

Respectfully submitted,

Charles Stott  
Chairman

#### ***ROADS AND RIGHT OF WAY COMMITTEE***

The Roads and Right of Way Committee's purpose is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietors roads, footpaths and any other ways throughout Nantucket County, and to make recommendations to the Board of Selectmen and County Commissioners to ensure and improve public access over them.

Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites. Public access is one of the greatest gifts the Town of Nantucket can protect for our current and future citizens.

FY 2016 work of the Roads and Right of Way Committee centered on our Downtown Sidewalk Survey Project, our Public Way Monument installations, in-town bike route connections, Chapter 91 license review, access to the Historic Coloured Cemetery during and after construction of the new hospital and following up on other public access projects.

After surveying all the downtown sidewalks and rating their condition on a five-point scale, we organized our data street-by-street, number-by-number and shared the results with the DPW Director and the Town with priority ratings. As a result, the Town is planning to allocate a million dollars a year over the next five years for the repair of sidewalks and cobblestones in the Old Historic District. This, along with the state designation as a "Walkable" Downtown Cultural District, should make our in town sidewalks safer and more inviting to residents and visitors. Our Committee will continue to follow progress of this important Town project. We also worked with the Transportation Planner regarding bike path extensions connecting Hummock Pond, Surfside and Madaket bike paths as well as in-town routes.

To date, our Committee has installed 32 granite Public Way monuments around the island. Once takings and agreements are reached for ways off Hulbert Avenue, at Eel Point and several other locations, we will install nine additional monuments clearly marking ways and footpaths to the island's beaches, ponds and open lands. Related projects include marking sections of the Nantucket Railroad trail where the route crosses land open to the public, follow-up on First Way improvements to provide safe access to the

schools, and other projects listed on our monthly agendas. Detailed minutes of our meetings are available on our website.

Respectfully submitted,

Allen B. Reinhard  
Chairman

#### **SCHOLARSHIP COMMITTEE**

The Town of Nantucket Scholarship Fund is funded by many generous taxpayers who contribute to the fund. Typically the fund receives between \$7,000 and \$12,000, annually. The number and amount of awards are based on funds received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the funds will be awarded to.

For the fifth year in a row, we have the good fortune to receive very generous donations from the Nantucket Triathlon LLC which enabled the committee to award more and larger scholarships.

The Committee would like to thank all the donors who contributed to the Town of Nantucket Scholarship Fund and made these scholarships possible. Donations to the fund may be made at any time through the Tax Collector's Office and the Committee would encourage all to participate.

The following scholarships were awarded with fiscal year 2016 funding:

|                     |                                            |         |
|---------------------|--------------------------------------------|---------|
| Brooke Campbell     | Sienna College                             | \$1,000 |
| Kaitlyn Clinger     | Salve Regina University                    | \$1,000 |
| Kate Daniels        | University of Vermont                      | \$1,000 |
| Ben Daniels         | Suffolk University                         | \$1,000 |
| Paige Decker        | Massachusetts Maritime Academy             | \$1,000 |
| Nora MacLellan      | University of Massachusetts Amherst        | \$1,000 |
| Shane O'Connor      | Virginia Military Institute                | \$1,000 |
| Sadie Pollock       | Elon University                            | \$1,000 |
| Raheem Smith        | Bridgewater State University               | \$1,000 |
| Jamar Stephenson    | Curry College                              | \$1,000 |
| Charlotte Tallman   | Sacred Heart University                    | \$1,000 |
| Tanisha Baptiste    | Curry College                              | \$1,500 |
| Antoinette Beckford | The Culinary Institute of America          | \$1,500 |
| Mary Jean Caro      | Manhattanville College                     | \$1,500 |
| Megan Cranston      | Xavier University                          | \$1,500 |
| Parin Darden        | Mount Ida College                          | \$1,500 |
| Sabin Dhamala       | Mass College of Pharmacy & Health Sciences | \$1,500 |
| Alexa Dragon        | Seattle University                         | \$1,500 |

|                   |                                     |         |
|-------------------|-------------------------------------|---------|
| Kezia Duarte      | Quinnipiac University               | \$1,500 |
| Kathryn Fox       | University of Massachusetts Amherst | \$1,500 |
| Samantha Freed    | University of Massachusetts Amherst | \$1,500 |
| Cara Garufi       | University of Massachusetts Amherst | \$1,500 |
| Tasheira Gary     | Sacred Heart University             | \$1,500 |
| Jonathan Holdgate | Massachusetts Maritime Academy      | \$1,500 |
| Mya Kotalac       | University of California, Berkeley  | \$1,500 |
| Jacob Pearl       | Bucknell University                 | \$1,500 |
| Elizabeth Polvere | University of Massachusetts Amherst | \$1,500 |
| Cooper Voigt      | Drexel University                   | \$1,500 |
| Eustace Walker    | Sacred Heart University             | \$1,500 |
| Alexander Woodley | Massachusetts Maritime Academy      | \$1,500 |

Respectfully submitted,

Jeanne C. Miller  
Chairman

#### ***VISITOR SERVICES ADVISORY COMMITTEE***

The Visitor Services Advisory Committee meets monthly to evaluate services provided to Nantucket visitors and residents through the Information Bureau and satellite kiosks, and to make annual budget recommendations that will improve and fulfill visitor and islander needs and expectations.

During FY 2016, the committee reviewed and evaluated the Town's Fourth of July events, visitor center statistics, Children's Beach activities, the newly designated Nantucket Cultural District, and the expansion of the department from Visitor Services to Culture and Tourism. As part of the expansion, the committee received regular updates on event management and permitting, as well as the newly designated Cultural District.

We look forward to an exciting year ahead as the Department's organizational assessment is completed and new goals are established.

Respectfully submitted,

Diane M. Reis Flaherty  
Chairman

## COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2016. The figures include regular pay and gross income. Certification pay, educational benefits, longevity, overtime, holidays worked, fire call and ambulance/EMT pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party, not the Town.

| EMPLOYEE NAME           | DEPT.   | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|-------------------------|---------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
|                         |         | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| AGUIAR, HALSEY          | AIRPORT | 10,587     | 9,624   | -             | -         | 405      | -       | -         | -         | -        | -         | 558   |
| AGUIAR, MATTHEW         | AIRPORT | 75,097     | 70,604  | -             | -         | 3,351    | -       | -         | -         | -        | -         | 1,142 |
| ALLEN, GARRETT          | AIRPORT | 90,765     | 80,817  | -             | 3,379     | 3,707    | 462     | -         | -         | -        | -         | 2,400 |
| ALLEN, MICHELLE         | AIRPORT | 48,296     | 45,487  | -             | -         | 922      | 1,330   | -         | -         | -        | -         | 556   |
| BAILEY, ROXANN          | AIRPORT | 19,044     | 14,596  | -             | -         | 3,402    | -       | -         | -         | -        | -         | 1,046 |
| BUCKLEY, BLAINE         | AIRPORT | 106,503    | 92,178  | -             | 3,634     | 6,882    | 2,835   | -         | -         | -        | -         | 975   |
| BURKE, GEOVANNE         | AIRPORT | 9,650      | 9,277   | -             | -         | 373      | -       | -         | -         | -        | -         | -     |
| CROOKS, DEBRA           | AIRPORT | 102,377    | 95,140  | -             | 3,771     | 2,943    | 494     | -         | -         | -        | -         | 30    |
| DEPASS, BRYAN           | AIRPORT | 9,004      | 8,922   | -             | -         | 83       | -       | -         | -         | -        | -         | -     |
| DUGAN, JOHN             | AIRPORT | 66,047     | 64,644  | -             | -         | 714      | -       | -         | -         | -        | -         | 689   |
| EDWARDS, BASIL          | AIRPORT | 53,392     | 49,990  | -             | -         | 1,736    | 1,662   | -         | -         | -        | -         | 4     |
| FALCONER, ADDISON       | AIRPORT | 81,579     | 70,998  | -             | -         | 6,358    | 1,952   | -         | -         | -        | -         | 2,271 |
| FIELDER, CODY           | AIRPORT | 11,661     | 8,086   | -             | -         | 2,948    | -       | -         | -         | -        | -         | 628   |
| FOWLER, PETER           | AIRPORT | 80,609     | 75,158  | -             | 3,008     | 1,508    | -       | -         | -         | -        | -         | 934   |
| FRANCESCHI, ROBERT      | AIRPORT | 15,877     | 13,144  | -             | -         | 1,854    | -       | -         | -         | -        | -         | 879   |
| GRANGRADE, JOHN         | AIRPORT | 113,768    | 95,812  | -             | 4,935     | 12,677   | -       | -         | 180       | -        | -         | 165   |
| HARIMON, PRESTON        | AIRPORT | 124,120    | 102,638 | -             | 2,975     | 10,938   | 5,654   | 384       | 360       | -        | -         | 1,172 |
| HEINTZ, LEISA           | AIRPORT | 87,723     | 79,876  | -             | 3,167     | 2,573    | 1,339   | -         | -         | -        | -         | 769   |
| HOLDGATE, ROBERT        | AIRPORT | 84,498     | 77,032  | -             | 2,313     | 4,246    | -       | -         | -         | -        | -         | 907   |
| JOHNSON, CLEMENT        | AIRPORT | 53,136     | 48,809  | -             | -         | 1,540    | 1,926   | -         | -         | -        | -         | 861   |
| KARBERG, NOAH           | AIRPORT | 86,355     | 86,046  | -             | -         | 298      | -       | -         | -         | -        | -         | 11    |
| LIBURD, LEONARD         | AIRPORT | 84,698     | 75,791  | -             | 3,040     | 1,053    | 4,674   | -         | -         | -        | -         | 141   |
| LUDWIN, JOSHUA          | AIRPORT | 8,609      | 7,296   | -             | -         | 822      | -       | -         | -         | -        | -         | 491   |
| MCKELLOP, SHANNRE       | AIRPORT | 10,684     | 10,117  | -             | -         | -        | -       | -         | -         | -        | -         | 567   |
| MOONEY, TIMOTHY         | AIRPORT | 93,345     | 80,589  | -             | 2,405     | 6,345    | 3,973   | -         | -         | -        | -         | 33    |
| MOORES, LESLIE          | AIRPORT | 320        | 320     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MUHLER, TED             | AIRPORT | 82,007     | 75,431  | -             | 3,045     | 112      | 3,402   | -         | -         | -        | -         | 17    |
| NELSON, SHANROY         | AIRPORT | 69,260     | 64,350  | -             | -         | 2,646    | 1,439   | -         | -         | -        | -         | 825   |
| NORMAN HERRERA, DAREINY | AIRPORT | 4,788      | 4,560   | -             | -         | 204      | -       | -         | -         | -        | -         | 24    |
| O'NEIL, MICHAEL         | AIRPORT | 90,525     | 80,608  | -             | 3,196     | 4,223    | 441     | -         | 248       | -        | -         | 1,810 |
| PARTIDA, JORENE         | AIRPORT | 72,055     | 65,652  | -             | 1,959     | 1,208    | -       | -         | -         | -        | -         | 3,237 |
| PATERSON, ANGELA        | AIRPORT | 4,000      | 4,000   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PEREZ, WILMA            | AIRPORT | 68,433     | 62,714  | -             | -         | 3,176    | 2,382   | -         | -         | -        | -         | 160   |
| PETERSON, WILLIAM       | AIRPORT | 8,566      | 7,672   | -             | -         | 894      | -       | -         | -         | -        | -         | -     |
| PINEDA, NOE             | AIRPORT | 79,472     | 75,490  | -             | 2,231     | 704      | 1,030   | -         | -         | -        | -         | 17    |
| RAAB, DREW              | AIRPORT | 11,377     | 10,761  | -             | -         | -        | -       | -         | -         | -        | -         | 617   |
| RAFTER, THOMAS          | AIRPORT | 159,842    | 156,786 | -             | -         | -        | -       | -         | -         | -        | -         | 3,055 |

\*Other pay is retro, FLSA or required accrual pay.

|                        |                 |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|------------------------|-----------------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME          | DEPT.           | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| RAY, LAWRENCE          | AIRPORT         | 84,165     | 78,077  | -             | 3,106     | 2,475    | -       | -         | 450       | -        | -         | 56    |
| RICHARDS, DAVID        | AIRPORT         | 12,119     | 10,900  | -             | -         | 504      | -       | -         | -         | -        | -         | 715   |
| RODRIGUEZ, JOHANN      | AIRPORT         | 11,863     | 9,499   | -             | -         | 1,706    | -       | -         | -         | -        | -         | 658   |
| SANDBURY, JAMIE        | AIRPORT         | 86,901     | 86,892  | -             | -         | -        | -       | -         | -         | -        | -         | 8     |
| SMITH, RASHEED         | AIRPORT         | 1,035      | 1,035   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SPENCE, DURAND         | AIRPORT         | 67,394     | 59,299  | -             | -         | 4,703    | 2,914   | -         | -         | -        | -         | 478   |
| SPENCE, NOLAN          | AIRPORT         | 67,593     | 59,272  | -             | -         | 3,433    | 3,554   | -         | -         | -        | -         | 1,334 |
| SYLVIA, DAVID          | AIRPORT         | 125,866    | 120,030 | -             | 5,817     | 5        | -       | -         | -         | -        | -         | 13    |
| TALLMAN, ROBERT        | AIRPORT         | 106,847    | 103,704 | -             | 3,133     | -        | -       | -         | -         | -        | -         | 10    |
| TORRES, JANINE         | AIRPORT         | 107,350    | 104,192 | -             | 3,148     | -        | -       | -         | -         | -        | -         | 10    |
| TRUE, LINDA            | AIRPORT         | 47,729     | 47,687  | -             | -         | 6        | -       | -         | -         | -        | -         | 36    |
| WELLINGTON, FREDERICK  | AIRPORT         | 93,326     | 76,613  | -             | 2,354     | 8,954    | 3,786   | -         | -         | -        | -         | 1,618 |
| WELLINGTON, KRYSTAL    | AIRPORT         | 12,610     | 11,526  | -             | -         | 350      | -       | -         | -         | -        | -         | 734   |
| WILLIAMS, FRANKLIN     | AIRPORT         | 5,716      | 5,380   | -             | -         | -        | -       | -         | -         | -        | -         | 336   |
| WILLIAMS, MAE          | AIRPORT         | 53,725     | 52,664  | -             | -         | 1,056    | -       | -         | -         | -        | -         | 5     |
| WRAY, NORRIS           | AIRPORT         | 20,455     | 18,524  | -             | -         | 491      | -       | -         | -         | -        | -         | 1,440 |
| WROY, DENZI            | AIRPORT         | 3,238      | 3,112   | -             | -         | 126      | -       | -         | -         | -        | -         | -     |
| ATHERTON, JOHN         | BOS             | 3,500      | 3,500   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| DECOSTA, ROBERT        | BOS             | 3,875      | 3,875   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| FEE, MATTHEW           | BOS             | 3,500      | 3,500   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| GLIDDEN, TOBIAS        | BOS             | 1,167      | 1,167   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| HILL-HOLDGATE, DAWN    | BOS             | 3,500      | 3,500   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| KELLY, JAMES           | BOS             | 3,333      | 3,333   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MCDONOUGH, BRENDA      | COD             | 7,181      | 7,181   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| RICHEN, NEVILLE        | CPC             | 25,410     | 25,410  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| STOKES-SCARLETT, GLENA | CPC             | 48,420     | 47,950  | -             | -         | 225      | -       | -         | -         | -        | -         | 245   |
| JENSEN, CARLISLE       | CULTURE TOURISM | 30,483     | 30,351  | -             | -         | 132      | -       | -         | -         | -        | -         | -     |
| MURPHY, MELISSA        | CULTURE TOURISM | 73,077     | 73,077  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SHARPE, DAVID          | CULTURE TOURISM | 83,929     | 80,511  | -             | 3,044     | 291      | -       | -         | -         | -        | -         | 83    |
| APTHORP, KENNETH       | DPW             | 73,681     | 65,156  | -             | -         | 8,487    | -       | -         | -         | -        | -         | 39    |
| BATCHELDER, HARTLEY    | DPW             | 106,806    | 75,072  | -             | 2,261     | 29,470   | -       | -         | -         | -        | -         | 3     |
| BEACH, JEREMY          | DPW             | 9,520      | 9,520   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BERARD, PAUL           | DPW             | 69,309     | 68,682  | -             | -         | 620      | -       | -         | -         | -        | -         | 6     |
| BOLANOS, JOSE          | DPW             | 54,332     | 48,620  | -             | -         | 5,662    | -       | -         | -         | -        | -         | 50    |
| BOUCHER, PAUL          | DPW             | 92,328     | 74,323  | -             | 2,955     | 15,045   | -       | -         | -         | -        | -         | 5     |
| BUTLER, WILLIE         | DPW             | 23,153     | 18,713  | -             | -         | 4,440    | -       | -         | -         | -        | -         | -     |
| BUZANOSKI, KARA        | DPW             | 127,170    | 127,132 | -             | -         | -        | -       | -         | -         | -        | -         | 39    |
| CHATTI-FILHO, JOSE     | DPW             | 88,759     | 70,656  | -             | -         | 16,892   | -       | 768       | 383       | -        | -         | 60    |
| CLARKE, RYAN           | DPW             | 55,095     | 50,755  | -             | -         | 4,296    | -       | -         | -         | -        | -         | 44    |
| CLARKSON, PAUL         | DPW             | 93,568     | 78,407  | -             | 2,373     | 12,784   | -       | -         | -         | -        | -         | 3     |
| DOYLE, ERWIN           | DPW             | 25,694     | 21,882  | -             | -         | 3,812    | -       | -         | -         | -        | -         | -     |
| DOYLE, OSAGIE          | DPW             | 62,201     | 54,998  | -             | -         | 5,102    | -       | -         | -         | 2,093    | -         | 8     |
| DRISCOLL, CAROL        | DPW             | 20,035     | 19,639  | -             | 393       | -        | -       | -         | -         | -        | -         | 4     |
| DUARTE, DOMINIC        | DPW             | 84,104     | 74,250  | -             | 3,664     | 6,137    | -       | -         | -         | -        | -         | 52    |
| EGAN, MICHAEL          | DPW             | 72,891     | 66,497  | -             | -         | 6,385    | -       | -         | -         | -        | -         | 10    |
| GARY, TASHEIRA         | DPW             | 5,495      | 5,495   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| GARY, WILLIAM          | DPW             | 76,168     | 71,617  | -             | 3,564     | 984      | -       | -         | -         | -        | -         | 3     |

\*Other pay is retro, FLSA or required accrual pay.



|                        |         |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|------------------------|---------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME          | DEPT.   | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| GENAO, SILVIO          | DPW     | 50,454     | 50,454  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| GOLDING, MAYA          | DPW     | 44,932     | 43,103  | -             | -         | 1,824    | -       | -         | -         | -        | -         | 4     |
| GRANT, DELROY          | DPW     | 56,510     | 52,004  | -             | -         | 4,482    | -       | -         | -         | -        | -         | 25    |
| HAMMOND, KENNETH       | DPW     | 75,535     | 64,603  | -             | 3,210     | 7,718    | -       | -         | -         | -        | -         | 4     |
| JONES, BROOKS          | DPW     | 1,655      | 1,640   | -             | -         | 15       | -       | -         | -         | -        | -         | -     |
| KANE, AARON            | DPW     | 56,458     | 50,017  | -             | -         | 6,427    | -       | -         | -         | -        | -         | 13    |
| KEBBATI, LORA          | DPW     | 64,065     | 61,367  | -             | -         | 1,656    | 738     | -         | -         | -        | -         | 304   |
| KESTER, LARRY          | DPW     | 70,303     | 70,296  | -             | -         | -        | -       | -         | -         | -        | -         | 7     |
| MARKS, TRISTRAM        | DPW     | 67,947     | 60,945  | -             | 2,423     | 4,577    | -       | -         | -         | -        | -         | 2     |
| MAYER, DAWN            | DPW     | 4,277      | 4,277   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MCCOLL, CHRISTOPHER    | DPW     | 31,055     | 28,170  | -             | -         | 2,584    | -       | -         | -         | -        | -         | 301   |
| MCCOLL, PETER          | DPW     | 64,564     | 57,598  | -             | -         | 6,924    | -       | -         | -         | -        | -         | 42    |
| MCFARLANE, DAVID       | DPW     | 18,810     | 15,838  | -             | -         | 2,973    | -       | -         | -         | -        | -         | -     |
| MOORE, RICHARD         | DPW     | 107,871    | 106,997 | -             | -         | -        | -       | -         | -         | -        | -         | 874   |
| PATTERSON, FREDERICK   | DPW     | 33,291     | 31,703  | -             | -         | 1,288    | -       | -         | -         | -        | -         | 301   |
| SMITH, GARCIO          | DPW     | 56,558     | 50,034  | -             | -         | 6,507    | -       | -         | -         | -        | -         | 17    |
| SYLVIA, RAY            | DPW     | 69,949     | 64,696  | -             | 3,227     | 2,024    | -       | -         | -         | -        | -         | 2     |
| VOIGT, MARK            | DPW     | 107,417    | 102,723 | 520           | 4,091     | 77       | -       | -         | -         | -        | -         | 7     |
| WILLIAMS, SCOTT        | DPW     | 62,033     | 60,766  | -             | -         | 1,265    | -       | -         | -         | -        | -         | 2     |
| WRIGHT, ANDRIC         | DPW     | 3,680      | 3,065   | -             | -         | 615      | -       | -         | -         | -        | -         | -     |
| ALTREUTER, MARGARET    | FINANCE | 57,891     | 56,778  | -             | 1,108     | -        | -       | -         | -         | -        | -         | 4     |
| BROWN, ELIZABETH       | FINANCE | 106,715    | 102,108 | 520           | 3,079     | -        | -       | -         | -         | 1,000    | -         | 8     |
| BUTLER, PAMELA         | FINANCE | 86,155     | 81,930  | -             | 4,034     | -        | -       | -         | -         | -        | -         | 192   |
| DICKINSON, ROBERT      | FINANCE | 92,477     | 92,428  | -             | -         | -        | -       | -         | -         | -        | -         | 49    |
| DILUCA, MAUREEN        | FINANCE | 75,476     | 71,542  | 520           | 3,408     | -        | -       | -         | -         | -        | -         | 6     |
| DILWORTH, DEBORAH      | FINANCE | 108,936    | 104,343 | -             | 4,585     | -        | -       | -         | -         | -        | -         | 8     |
| FLANAGAN, ELIZABETH    | FINANCE | 72,379     | 69,767  | 520           | 2,088     | -        | -       | -         | -         | -        | -         | 5     |
| GANEVA, SILVIA         | FINANCE | 6,152      | 6,152   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| KITSOCK, AILEEN        | FINANCE | 27,628     | 27,582  | -             | -         | -        | -       | -         | -         | -        | -         | 47    |
| LAPIENE, ROBIN         | FINANCE | 66,742     | 65,433  | -             | 1,252     | -        | -       | -         | -         | -        | -         | 57    |
| LEWIS, KRISTA          | FINANCE | 79,349     | 75,316  | 520           | 3,246     | 261      | -       | -         | -         | -        | -         | 6     |
| LINDNER, JULIA         | FINANCE | 52,373     | 51,764  | -             | -         | -        | -       | -         | -         | -        | -         | 608   |
| MANNINO, MATTHEW       | FINANCE | 41,518     | 41,420  | -             | -         | -        | -       | -         | -         | -        | -         | 98    |
| MURPHY, PATRICIA MARY  | FINANCE | 80,227     | 75,925  | 520           | 3,745     | -        | -       | -         | -         | -        | -         | 37    |
| NOVAKOVA, ASYA         | FINANCE | 42,400     | 42,400  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| RANNEY, ROBERT         | FINANCE | 17,241     | 17,241  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| RICHEN, KATHLEEN       | FINANCE | 40,110     | 35,371  | -             | 4,103     | -        | -       | -         | -         | -        | -         | 636   |
| TRIFERO, ELLEN         | FINANCE | 75,386     | 71,429  | 480           | 3,477     | -        | -       | -         | -         | -        | -         | -     |
| TURBITT, BRIAN         | FINANCE | 139,063    | 135,883 | -             | -         | -        | -       | -         | -         | 3,169    | -         | 10    |
| VOLLANS, LYNELL        | FINANCE | 85,549     | 83,374  | -             | -         | -        | -       | -         | -         | -        | -         | 2,175 |
| WALLINGFORD, DIANA     | FINANCE | 40,940     | 40,915  | -             | -         | -        | -       | -         | -         | -        | -         | 25    |
| WATSON WEINER, DEBORAH | FINANCE | 100,755    | 96,551  | -             | 4,047     | -        | -       | -         | -         | -        | -         | 157   |
| ALLEN, JEFFREY         | FIRE    | 87,356     | 79,777  | -             | 3,181     | 2,981    | 226     | 192       | -         | -        | -         | 1,000 |
| ALLEN, JOHN            | FIRE    | 99,333     | 78,591  | -             | 2,246     | 17,015   | 1,481   | -         | -         | -        | -         | -     |
| AVIS, MATTHEW          | FIRE    | 10,664     | 9,991   | -             | -         | -        | 673     | -         | -         | -        | -         | -     |
| BARBER, BEAU           | FIRE    | 76,332     | 72,419  | -             | 1,371     | 1,687    | 540     | 192       | -         | -        | -         | 123   |
| BARBER, NATHAN         | FIRE    | 84,846     | 74,640  | -             | 1,345     | 7,101    | 1,568   | 192       | -         | -        | -         | -     |

\*Other pay is retro, FLSA or required accrual pay.

|                      |           |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|----------------------|-----------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME        | DEPT.     | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| BATES, ROBERT        | FIRE      | 160,047    | 118,174 | -             | 5,203     | 34,350   | 745     | 576       | -         | -        | -         | 1,000 |
| BEAMISH, CHRISTOPHER | FIRE      | 83,064     | 72,175  | -             | 2,058     | 5,383    | 1,847   | 1,536     | -         | -        | -         | 66    |
| DIXON, MATTHEW       | FIRE      | 109,431    | 94,247  | -             | 3,719     | 8,797    | 1,866   | 768       | -         | -        | -         | 34    |
| ELDRIDGE, EARL       | FIRE      | 93,531     | 83,187  | -             | 3,964     | 4,804    | 1,576   | -         | -         | -        | -         | -     |
| HANLON, FRANCIS      | FIRE      | 180,079    | 108,657 | -             | 4,907     | 59,825   | 2,328   | 3,456     | -         | -        | -         | 907   |
| HODGE, KAI           | FIRE      | 65,936     | 65,715  | -             | -         | 216      | -       | -         | -         | -        | -         | 5     |
| HOLDEN, THOMAS       | FIRE      | 131,362    | 101,706 | -             | 4,799     | 22,178   | 1,910   | 768       | -         | -        | -         | -     |
| HOLLAND, CHRISTOPHER | FIRE      | 73,731     | 61,420  | -             | -         | 9,229    | 905     | 2,112     | -         | -        | -         | 65    |
| HULL, JEANETTE       | FIRE      | 32,638     | 28,519  | 180           | 3,939     | -        | -       | -         | -         | -        | -         | -     |
| KYMER, CHARLES       | FIRE      | 109,303    | 81,259  | -             | 2,440     | 16,469   | 4,679   | 3,456     | -         | -        | -         | 1,000 |
| MAXWELL, EDWARD      | FIRE      | 125,353    | 118,665 | -             | 5,250     | -        | -       | -         | -         | -        | -         | 1,437 |
| MITCHELL, SEAN       | FIRE      | 91,902     | 80,259  | -             | 2,245     | 6,507    | 866     | 1,152     | -         | -        | -         | 873   |
| MURPHY, STEPHEN      | FIRE      | 135,263    | 123,950 | -             | 5,062     | 4,505    | 301     | -         | -         | -        | -         | 1,446 |
| PEKARCIK, DAVID      | FIRE      | 78,621     | 72,398  | -             | 1,421     | 2,958    | 1,627   | 192       | -         | -        | -         | 26    |
| PERRY, SHANE         | FIRE      | 92,727     | 75,231  | -             | 1,441     | 12,931   | 1,012   | 2,112     | -         | -        | -         | -     |
| RAMOS, KEVIN         | FIRE      | 79,886     | 60,518  | -             | -         | 14,611   | 1,401   | 3,264     | -         | -        | -         | 92    |
| RAY, CHRISTIAN       | FIRE      | 125,120    | 85,703  | -             | 3,205     | 28,656   | 1,564   | 4,992     | -         | -        | -         | 1,000 |
| RAY, COREY           | FIRE      | 87,217     | 75,646  | -             | 2,238     | 6,740    | 855     | 1,728     | -         | -        | -         | 11    |
| RHUDE, PAUL          | FIRE      | 153,371    | 153,371 | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SEITZ, JORDAN        | FIRE      | 61,289     | 48,812  | -             | -         | 8,343    | 1,254   | 2,880     | -         | -        | -         | -     |
| SHANNON, ELIZABETH   | FIRE      | 128,378    | 110,707 | -             | 3,952     | 10,747   | 2,203   | 768       | -         | -        | -         | -     |
| TODD, VINCENT        | FIRE      | 3,645      | 3,645   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| TOWNSEND, JOSEPH     | FIRE      | 84,167     | 65,266  | -             | 1,263     | 11,866   | 1,475   | 3,840     | -         | -        | -         | 458   |
| COBB, MATTHEW        | FIRE CALL | 105        | -       | -             | -         | -        | -       | -         | 105       | -        | -         | -     |
| ELDRIDGE, BRANDON    | FIRE CALL | 1,419      | -       | -             | -         | -        | -       | -         | 1,419     | -        | -         | -     |
| ELDRIDGE, ELIZABETH  | FIRE CALL | 285        | -       | -             | -         | -        | -       | -         | 285       | -        | -         | -     |
| GOULD, CHRISTOPHER   | FIRE CALL | 597        | -       | -             | -         | -        | -       | -         | 597       | -        | -         | -     |
| GRAY, DAVID          | FIRE CALL | 45         | -       | -             | -         | -        | -       | -         | 45        | -        | -         | -     |
| GULLICKSEN, KENNETH  | FIRE CALL | 900        | -       | -             | -         | -        | -       | -         | 900       | -        | -         | -     |
| HAYNES, DANIEL       | FIRE CALL | 125        | -       | -             | -         | -        | -       | -         | 125       | -        | -         | -     |
| MURPHY, SAMUEL       | FIRE CALL | 360        | -       | -             | -         | -        | -       | -         | 360       | -        | -         | -     |
| PATERSON, NEIL       | FIRE CALL | 495        | -       | -             | -         | -        | -       | -         | 495       | -        | -         | -     |
| REZENDES, ALEXANDER  | FIRE CALL | 2,004      | 645     | -             | -         | -        | -       | 1,344     | 15        | -        | -         | -     |
| ROGERS, JUSTIN       | FIRE CALL | 30         | -       | -             | -         | -        | -       | -         | 30        | -        | -         | -     |
| SANDBURY, JOSHUA     | FIRE CALL | 645        | -       | -             | -         | -        | -       | -         | 645       | -        | -         | -     |
| SMITH, JARED         | FIRE CALL | 480        | -       | -             | -         | -        | -       | -         | 480       | -        | -         | -     |
| TALLMAN, CHARLOTTE   | FIRE CALL | 90         | -       | -             | -         | -        | -       | -         | 90        | -        | -         | -     |
| PERRY, AMANDA        | HR        | 68,047     | 68,025  | -             | -         | -        | -       | -         | -         | -        | -         | 22    |
| SMITH-JONES, MORGAN  | HR        | 17,337     | 17,337  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| TUZIK, STEPHEN       | HR        | 111,923    | 111,923 | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CARRERA, VIRGINIA    | HUM SERV  | 80,125     | 76,295  | 1,520         | 2,305     | -        | -       | -         | -         | -        | -         | 6     |
| HARDY, RALPH         | HUM SERV  | 4,508      | 4,508   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MEDINA, ANN          | HUM SERV  | 71,623     | 67,803  | 1,040         | 2,740     | -        | -       | -         | -         | -        | -         | 39    |
| STEWART, LAURA       | HUM SERV  | 76,970     | 75,401  | 1,520         | -         | -        | -       | -         | -         | -        | -         | 49    |
| ALVAREZ, MICHAEL     | IT/GIS    | 49,751     | 49,746  | -             | -         | -        | -       | -         | -         | -        | -         | 5     |
| MCGLOIN, PATRICK     | IT/GIS    | 96,315     | 94,004  | -             | 1,886     | 418      | -       | -         | -         | -        | -         | 7     |
| PORTER, NATHAN       | IT/GIS    | 95,614     | 92,770  | -             | 2,837     | -        | -       | -         | -         | -        | -         | 7     |

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| <u>EMPLOYEE NAME</u>      | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|---------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                           |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| RHODES, LINDA             | IT/GIS       | 105,811           | 102,748     | -                    | 3,056            | -               | -              | -                | -                | -               | -                | 7            |
| SOWER, ENOCH              | IT/GIS       | 39,244            | 39,211      | -                    | -                | -               | -              | -                | -                | -               | -                | 33           |
| SPROUSE, MARGARET         | IT/GIS       | 96,239            | 93,090      | -                    | 2,776            | 367             | -              | -                | -                | -               | -                | 6            |
| BELL, JESSE               | LAND BANK    | 101,636           | 101,311     | -                    | -                | -               | -              | -                | -                | -               | -                | 325          |
| CAMPESE, SUSAN            | LAND BANK    | 89,899            | 88,881      | -                    | -                | 693             | -              | -                | -                | -               | -                | 326          |
| DECARLO, DANE             | LAND BANK    | 20,923            | 20,908      | -                    | -                | 15              | -              | -                | -                | -               | -                | -            |
| EARLEY, ROBERT            | LAND BANK    | 93,402            | 89,761      | -                    | 3,603            | 37              | -              | -                | -                | -               | -                | -            |
| FEE, SHEA                 | LAND BANK    | 11,730            | 11,730      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| FREEMAN, RACHAEL          | LAND BANK    | 57,300            | 57,300      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LANKAU, WALTER            | LAND BANK    | 5,192             | 5,192       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MELGAR DE ORELLANA, REINA | LAND BANK    | 760               | 760         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| POLLOCK, JEFFREY          | LAND BANK    | 113,260           | 108,976     | -                    | 3,094            | 1,190           | -              | -                | -                | -               | -                | -            |
| ROTH, TAYLOR              | LAND BANK    | 7,810             | 7,596       | -                    | -                | 215             | -              | -                | -                | -               | -                | -            |
| ROWLEY, ERIN              | LAND BANK    | 9,301             | 8,630       | -                    | -                | 671             | -              | -                | -                | -               | -                | -            |
| SAVETSKY, ERIC            | LAND BANK    | 132,595           | 132,595     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SCHRAFF, RICHARD          | LAND BANK    | 63,791            | 62,028      | -                    | -                | -               | -              | -                | -                | -               | -                | 1,763        |
| WILSON, MARIAN            | LAND BANK    | 40,181            | 39,995      | -                    | -                | -               | -              | -                | -                | -               | -                | 186          |
| ALBERTSON, SHAE           | LIFEGUARD    | 7,210             | 6,580       | -                    | -                | 630             | -              | -                | -                | -               | -                | -            |
| ALI, NAIM                 | LIFEGUARD    | 8,260             | 7,678       | -                    | -                | 583             | -              | -                | -                | -               | -                | -            |
| ALI, SADDIQ               | LIFEGUARD    | 13,879            | 12,578      | -                    | -                | 1,112           | -              | -                | -                | -               | -                | 190          |
| ALI, SAID                 | LIFEGUARD    | 8,695             | 7,696       | -                    | -                | 999             | -              | -                | -                | -               | -                | -            |
| BARTLETT, CALLAGHAN       | LIFEGUARD    | 7,411             | 6,860       | -                    | -                | 551             | -              | -                | -                | -               | -                | -            |
| BARTLETT, KEEGAN          | LIFEGUARD    | 9,768             | 9,184       | -                    | -                | 584             | -              | -                | -                | -               | -                | -            |
| BENTLEY, AUSTIN           | LIFEGUARD    | 6,212             | 5,904       | -                    | -                | 308             | -              | -                | -                | -               | -                | -            |
| BOMEISLER, DYLAN          | LIFEGUARD    | 7,659             | 7,104       | -                    | -                | 555             | -              | -                | -                | -               | -                | -            |
| CAREY, SHANE              | LIFEGUARD    | 19,229            | 17,569      | -                    | -                | 1,661           | -              | -                | -                | -               | -                | -            |
| CHERRY, MICHEAL           | LIFEGUARD    | 12,578            | 10,910      | -                    | -                | 1,667           | -              | -                | -                | -               | -                | -            |
| CILFONE, VINCENT          | LIFEGUARD    | 5,125             | 5,002       | -                    | -                | 123             | -              | -                | -                | -               | -                | -            |
| CLAFFEY, AISLING          | LIFEGUARD    | 4,736             | 4,736       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| CRAFA, KARA               | LIFEGUARD    | 10,055            | 9,028       | -                    | -                | 1,027           | -              | -                | -                | -               | -                | -            |
| ELLIS, AINSLEY            | LIFEGUARD    | 8,904             | 7,518       | -                    | -                | 1,386           | -              | -                | -                | -               | -                | -            |
| FINLAY, MATTHEW           | LIFEGUARD    | 4,836             | 4,836       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| FINLAY, PATRICK           | LIFEGUARD    | 8,063             | 7,800       | -                    | -                | 263             | -              | -                | -                | -               | -                | -            |
| FREDERICKS, AILEEN        | LIFEGUARD    | 7,870             | 7,224       | -                    | -                | 646             | -              | -                | -                | -               | -                | -            |
| GATTINONI, AARON          | LIFEGUARD    | 6,396             | 6,160       | -                    | -                | 236             | -              | -                | -                | -               | -                | -            |
| GEDDES, LEE               | LIFEGUARD    | 8,435             | 7,700       | -                    | -                | 735             | -              | -                | -                | -               | -                | -            |
| GOULD, MARCUS             | LIFEGUARD    | 7,955             | 7,400       | -                    | -                | 555             | -              | -                | -                | -               | -                | -            |
| HARWOOD, ASHLEY           | LIFEGUARD    | 8,825             | 7,992       | -                    | -                | 833             | -              | -                | -                | -               | -                | -            |
| HAUER, ALEXANDER          | LIFEGUARD    | 6,535             | 5,772       | -                    | -                | 763             | -              | -                | -                | -               | -                | -            |
| KINNEY, ANNELISE          | LIFEGUARD    | 6,930             | 6,720       | -                    | -                | 210             | -              | -                | -                | -               | -                | -            |
| KLINGER, ASHTON           | LIFEGUARD    | 6,956             | 6,512       | -                    | -                | 444             | -              | -                | -                | -               | -                | -            |
| KOCH, BENJAMIN            | LIFEGUARD    | 6,186             | 5,740       | -                    | -                | 446             | -              | -                | -                | -               | -                | -            |
| LAMBE, STEPHEN            | LIFEGUARD    | 12,033            | 10,395      | -                    | -                | 1,638           | -              | -                | -                | -               | -                | -            |
| LINTON, DAVID             | LIFEGUARD    | 9,560             | 8,064       | -                    | -                | 1,496           | -              | -                | -                | -               | -                | -            |
| LOUGHERY, ELIAS           | LIFEGUARD    | 7,420             | 7,210       | -                    | -                | 210             | -              | -                | -                | -               | -                | -            |
| MASS, MARGARET            | LIFEGUARD    | 6,223             | 6,020       | -                    | -                | 203             | -              | -                | -                | -               | -                | -            |
| MOISAN, CLAIRE            | LIFEGUARD    | 9,116             | 8,268       | -                    | -                | 848             | -              | -                | -                | -               | -                | -            |

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|                        |             |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|------------------------|-------------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME          | DEPT.       | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| MONTS, JULIANNA        | LIFEGUARD   | 7,400      | 6,956   | -             | -         | 444      | -       | -         | -         | -        | -         | -     |
| NICKEL, NINA           | LIFEGUARD   | 6,230      | 6,020   | -             | -         | 210      | -       | -         | -         | -        | -         | -     |
| NILES, CALEB           | LIFEGUARD   | 6,466      | 5,772   | -             | -         | 694      | -       | -         | -         | -        | -         | -     |
| PATON, ELIZA           | LIFEGUARD   | 8,547      | 7,992   | -             | -         | 555      | -       | -         | -         | -        | -         | -     |
| PITTMAN, KATHERINE     | LIFEGUARD   | 7,018      | 7,018   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PRATT, SAMANTHA        | LIFEGUARD   | 5,250      | 5,040   | -             | -         | 210      | -       | -         | -         | -        | -         | -     |
| SHEEHY, TED            | LIFEGUARD   | 6,685      | 6,160   | -             | -         | 525      | -       | -         | -         | -        | -         | -     |
| SORACIN, KENDALL       | LIFEGUARD   | 6,370      | 6,160   | -             | -         | 210      | -       | -         | -         | -        | -         | -     |
| WIGGIN, MARGARET       | LIFEGUARD   | 6,694      | 6,300   | -             | -         | 394      | -       | -         | -         | -        | -         | -     |
| WILSON, ASHLEY         | LIFEGUARD   | 2,184      | 2,184   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| WINN, AIDAN            | LIFEGUARD   | 7,336      | 6,512   | -             | -         | 444      | -       | -         | -         | -        | -         | 380   |
| WINSTON, TRAVIS        | LIFEGUARD   | 6,545      | 6,020   | -             | -         | 525      | -       | -         | -         | -        | -         | -     |
| WINTERS, KYLE          | LIFEGUARD   | 7,479      | 6,651   | -             | -         | 638      | -       | -         | -         | -        | -         | 190   |
| WRIGHT, JANAY          | LIFEGUARD   | 7,000      | 6,580   | -             | -         | 420      | -       | -         | -         | -        | -         | -     |
| BELL, CHRISTOPHER      | MARINE      | 21,945     | 20,100  | -             | -         | 1,845    | -       | -         | -         | -        | -         | -     |
| LAPPIN, GARRETT        | MARINE      | 5,280      | 4,920   | -             | -         | 360      | -       | -         | -         | -        | -         | -     |
| LAPPIN, KENNETH        | MARINE      | 9,120      | 9,120   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| LUCEY, SHEILA          | MARINE      | 143,394    | 134,321 | -             | 2,564     | -        | 5,151   | -         | -         | -        | -         | 1,359 |
| MINNE, GEORGES         | MARINE      | 38,805     | 36,420  | -             | -         | 2,385    | -       | -         | -         | -        | -         | -     |
| VITTORINI, BRIANA      | MARINE      | 69,869     | 58,415  | -             | -         | 10,002   | 1,430   | -         | -         | -        | -         | 22    |
| WIGGIN, KURT           | MARINE      | 4,560      | 4,560   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| COLE, ROMAINE          | MARINE SEAS | 5,528      | 5,528   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| DAVIS, SEAN            | MARINE SEAS | 7,449      | 7,157   | -             | -         | 293      | -       | -         | -         | -        | -         | -     |
| DUPONT, JACOB          | MARINE SEAS | 9,620      | 9,398   | -             | -         | 222      | -       | -         | -         | -        | -         | -     |
| FUSARO, RILEY          | MARINE SEAS | 10,943     | 10,943  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PIERCE, CONNOR         | MARINE SEAS | 7,363      | 7,061   | -             | -         | 222      | -       | -         | -         | -        | -         | 80    |
| PITTMAN, WILLIAM       | MARINE SEAS | 8,566      | 7,844   | -             | -         | 562      | -       | -         | -         | -        | -         | 160   |
| SULLIVAN, OWEN         | MARINE SEAS | 11,486     | 11,135  | -             | -         | 351      | -       | -         | -         | -        | -         | -     |
| TOWNE, QUINTIN         | MARINE SEAS | 7,840      | 7,630   | -             | -         | 210      | -       | -         | -         | -        | -         | -     |
| TRAN, CHRISTOPHER      | MARINE SEAS | 5,858      | 5,660   | -             | -         | 198      | -       | -         | -         | -        | -         | -     |
| ALGER, SARAH           | MODERATOR   | 350        | 175     | -             | -         | -        | -       | -         | -         | 175      | -         | -     |
| AGUIAR, JOSEPH         | NCS         | 4,995      | 4,995   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| ANDRADE, MARIA         | NCS         | 5,088      | 5,088   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BARRETT BAYARD, LINDA  | NCS         | 6,301      | 6,301   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BAYARD, PETER          | NCS         | 2,341      | 2,341   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BEAL, ISABEL           | NCS         | 3,110      | 3,110   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BEEBE, KRISTINE        | NCS         | 280        | -       | -             | -         | -        | -       | -         | -         | -        | -         | 280   |
| BLACKWOOD, TONI-ANN    | NCS         | 840        | 840     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BOHANNON, TODD         | NCS         | 24,798     | 24,798  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BRECKENRIDGE, NICHOLAS | NCS         | 2,954      | 2,871   | -             | -         | 83       | -       | -         | -         | -        | -         | -     |
| BRUNDAGE, RACHEL       | NCS         | 6,968      | 6,968   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CAMPBELL, ELYSE        | NCS         | 30,193     | 30,193  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CARON, DENNIS          | NCS         | 16,753     | 16,753  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CHAMBERS, EMMA         | NCS         | 176        | 176     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CHARLTON, BRIDGET      | NCS         | 2,603      | 2,603   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CHASE, CHEYANNE        | NCS         | 5,409      | 5,409   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| CORBETT, KELLY         | NCS         | 38,994     | 38,994  | -             | -         | -        | -       | -         | -         | -        | -         | -     |

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| <u>EMPLOYEE NAME</u>     | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|--------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                          |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| COWLES, JEFFREY          | NCS          | 34,172            | 33,907      | -                    | -                | -               | -              | -                | -                | -               | -                | 265          |
| CRONIN, PAULINE          | NCS          | 50,578            | 50,578      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DAILY, SUNNY             | NCS          | 1,318             | 1,318       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| D'APRIX, AMANDA          | NCS          | 2,356             | 2,356       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| D'APRIX, JANELLE         | NCS          | 19,677            | 19,677      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DE LIMA, KAEYLLANE       | NCS          | 3,865             | 3,757       | -                    | -                | -               | -              | -                | -                | -               | -                | 108          |
| DIMITROV, NIKOLAY        | NCS          | 4,223             | 4,223       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DOWNER, SUSAN            | NCS          | 1,600             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 1,600        |
| DRAGON, DAKOTA           | NCS          | 6,355             | 6,281       | -                    | -                | 74              | -              | -                | -                | -               | -                | -            |
| DUCE, MAX                | NCS          | 259               | 259         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DURFEE, VIRGINIA         | NCS          | 300               | 300         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| FAIRBAIRN, JOHN          | NCS          | 360               | 360         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| FALES, MONICA            | NCS          | 6,883             | 6,883       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| FEATHERSTON, MARGARET    | NCS          | 2,232             | 2,232       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| GARTLAND, JOHN           | NCS          | 2,399             | 2,394       | -                    | -                | 5               | -              | -                | -                | -               | -                | -            |
| GASNAREZ, GLORIA         | NCS          | 645               | 645         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| GILLUM, BEATRICE         | NCS          | 7,216             | 7,216       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| GOTTLIEB, NICOLE         | NCS          | 833               | 833         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HALL, JULE               | NCS          | 5,288             | 5,288       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HANDY, DAVID             | NCS          | 173               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 173          |
| HARNISHFEGER, NAOMI      | NCS          | 2,700             | 2,700       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HARRIS, DAVID            | NCS          | 5,443             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 5,443        |
| HARRIS, ZOE              | NCS          | 396               | 396         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HARTER, MICHAEL          | NCS          | 1,975             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 1,975        |
| HEAD, LILA               | NCS          | 508               | 508         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HOBSON-DUPONT, JANE      | NCS          | 396               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 396          |
| HOFFORD, CLAUDIA         | NCS          | 2,828             | 2,828       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HOLDGATE, DEBORAH        | NCS          | 18,625            | 18,625      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HOLINKO-BROSSMAN, CALLIE | NCS          | 288               | 288         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HUGHES, KIPPER           | NCS          | 2,448             | 2,448       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HULL, ANA                | NCS          | 28,373            | 28,373      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HULL, JOAN               | NCS          | 6,907             | 4,755       | -                    | -                | -               | -              | -                | -                | -               | -                | 2,152        |
| HUYSER, KIRRA            | NCS          | 3,238             | 3,238       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| JACKSON, TAYLOR          | NCS          | 6,433             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 6,433        |
| JANNELLE, BLAIR          | NCS          | 55,689            | 55,689      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| JASKULA, JOYCE           | NCS          | 975               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 975          |
| JELLEME, KRISTINA        | NCS          | 297               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 297          |
| KINDER, JANICE           | NCS          | 13,525            | 13,525      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KING, ABRIANNA           | NCS          | 3,525             | 3,525       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KNUTTI, CAROLINE         | NCS          | 4,313             | 4,313       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KOSCIUK, CYNTHIA         | NCS          | 2,142             | 2,142       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KOSTADINOVA, LILI        | NCS          | 3,824             | 3,824       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KUSLER, FINN             | NCS          | 3,063             | 3,063       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LAUBE, KRISTEN           | NCS          | 3,600             | 3,600       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LEBLANC, TESS            | NCS          | 20,527            | 20,527      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LEE, KAREN               | NCS          | 3,763             | 3,238       | -                    | -                | -               | -              | -                | -                | -               | -                | 525          |
| LENGYEL, THOMAS          | NCS          | 780               | 780         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |

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|----------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                            |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| LIBURD, KALIK              | NCS          | 3,974             | 3,974       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LINDQUIST, KAROL           | NCS          | 11,702            | 11,702      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LYDON, MADELINE            | NCS          | 3,115             | 3,115       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MACK, REBECCA              | NCS          | 1,320             | 1,320       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MACONOCHE, ADRIANA         | NCS          | 2,780             | 2,780       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MAKSIMOVA-EVANS, EKATERINA | NCS          | 160               | 160         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MALONE, KATHLEEN           | NCS          | 20,173            | 20,137      | -                    | -                | -               | -              | -                | -                | -               | -                | 36           |
| MANCHESTER, KATHERINE      | NCS          | 25,092            | 25,092      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MANNING, ROBIN             | NCS          | 4,585             | -           | -                    | -                | -               | -              | -                | -                | 2,440           | -                | 2,145        |
| MARINO, AMY                | NCS          | 2,951             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 2,951        |
| MCVEETY, KATIE             | NCS          | 2,482             | 2,482       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCARTHY, PATRICK          | NCS          | 1,427             | 527         | -                    | -                | -               | -              | -                | -                | -               | -                | 900          |
| MCCLINTIC, ALASDAIR        | NCS          | 385               | 385         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCLUSKEY, MERRILL         | NCS          | 1,458             | 1,458       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MELLO, DAKOTA              | NCS          | 4,485             | 4,485       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MONTROSS, NINA             | NCS          | 2,064             | 2,064       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MOROZ, OLGA                | NCS          | 1,007             | 1,007       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MURRAY, MEGHAN             | NCS          | 23,238            | 23,216      | -                    | -                | 23              | -              | -                | -                | -               | -                | -            |
| MURTAGH, KAREN             | NCS          | 1,864             | 1,864       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MYNTTINEN, SUZANNE         | NCS          | 48,017            | 48,017      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| NICHOLSON, DEBORAH         | NCS          | 7,560             | 7,560       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| OLSON, KATHRYN             | NCS          | 792               | 792         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PARRATTO, JENNIFER         | NCS          | 200               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 200          |
| PENROSE, COLEY             | NCS          | 4,075             | -           | -                    | -                | -               | -              | -                | -                | 4,075           | -                | -            |
| PETERSON, CAL              | NCS          | 225               | 225         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PIGNATO, JAMES             | NCS          | 86,949            | 79,818      | -                    | -                | -               | -              | -                | -                | 7,131           | -                | -            |
| POLER, MARGARET            | NCS          | 912               | 912         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| POWERS, RACHEL             | NCS          | 7,783             | 838         | -                    | -                | -               | -              | -                | -                | -               | -                | 6,945        |
| PYKOSZ, LINDSAY            | NCS          | 5,100             | 5,100       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RANCE, LISA                | NCS          | 5,932             | 5,932       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RANDALL, ALLYSSA           | NCS          | 5,392             | 5,392       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| REICHWEIN, SHERYLL         | NCS          | 32,873            | 32,873      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| REID, MELISSA              | NCS          | 2,400             | 2,400       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RICENBERG, SCOTT           | NCS          | 3,881             | 3,881       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RICHARDS, SUSAN            | NCS          | 39,007            | 39,007      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ROBERTS, ISABELLE          | NCS          | 2,879             | 2,879       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ROBERTS, TRACY             | NCS          | 14,736            | 14,407      | -                    | -                | -               | -              | -                | -                | -               | -                | 329          |
| ROGGEVEEN, IRENA           | NCS          | 385               | 385         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SARAVIA, MICHELLE          | NCS          | 15,188            | 15,188      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SEAQUIST, CHRISTINE        | NCS          | 10,310            | 10,310      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SJOQ, TERESA               | NCS          | 1,600             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 1,600        |
| SMITH, ANASTASIA           | NCS          | 460               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 460          |
| SNELL, AUDREY              | NCS          | 3,679             | 3,679       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SNELL, CASEY               | NCS          | 5,108             | 5,108       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| STANEV, ANDREY             | NCS          | 408               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 408          |
| STEADMAN, ELIZA            | NCS          | 6,966             | 6,966       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| STEADMAN, TINA             | NCS          | 3,434             | 3,434       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |

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|-----------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                             |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| STEARNS, ANNE               | NCS          | 240               | 240         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| STEVENS, EMMA               | NCS          | 2,655             | 2,655       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SWAIN, NANCY                | NCS          | 1,786             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 1,786        |
| SYLVIA, LILLIAN             | NCS          | 4,174             | 4,174       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| THOMAS, ELIZA               | NCS          | 1,190             | 1,190       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| TROTT-KIELAWA, ANDREW       | NCS          | 812               | 812         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| TYTHERIDGE ALLAN, ALEXANDRA | NCS          | 640               | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 640          |
| WADDINGTON, CAITLIN         | NCS          | 104,333           | 104,333     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WALLACE, DAVID              | NCS          | 2,981             | 2,981       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WALLACE, GIANDA             | NCS          | 4,641             | 4,641       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WASHINGTON, MEGHAN          | NCS          | 7,445             | 7,445       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WEAVER COATS, ANDREA        | NCS          | 30,344            | 30,344      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WORKMAN, WILLIAM            | NCS          | 2,250             | -           | -                    | -                | -               | -              | -                | -                | -               | -                | 2,250        |
| CABRAL, LEAH                | NRD          | 68,687            | 68,682      | -                    | -                | -               | -              | -                | -                | -               | -                | 5            |
| CARLSON, JEFFREY            | NRD          | 110,582           | 106,557     | -                    | 3,185            | -               | 834            | -                | -                | -               | -                | 6            |
| DODD, JOANNE                | NRD          | 40,933            | 40,798      | -                    | -                | -               | -              | -                | -                | -               | -                | 135          |
| JOHNSEN, JONATHAN           | NRD          | 92,675            | 87,763      | -                    | 1,774            | 497             | 2,586          | -                | -                | -               | -                | 55           |
| RILEY, TARA                 | NRD          | 95,030            | 93,101      | -                    | 1,820            | -               | -              | -                | -                | -               | -                | 108          |
| SHAW, KAITLYN               | NRD          | 69,087            | 68,897      | -                    | -                | 28              | 156            | -                | -                | -               | -                | 5            |
| BERRY, DAVID                | NRD SEAS     | 14,615            | 14,615      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HUYSER, CURREN              | NRD SEAS     | 13,604            | 13,604      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LAINE, CHLOE                | NRD SEAS     | 14,009            | 14,009      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCGRATH, JASON              | NRD SEAS     | 8,347             | 8,347       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ARAUJO, SANDRA BEIRUTE      | OIH          | 55,171            | 52,193      | -                    | 2,608            | 29              | 334            | -                | -                | -               | -                | 8            |
| ATTAPREYANGKUL, TUKI        | OIH          | 67,197            | 59,305      | -                    | 1,824            | 4,375           | 1,689          | -                | -                | -               | -                | 4            |
| BALESTER, SUSAN             | OIH          | 87,591            | 81,735      | 520                  | 1,625            | 3,238           | 465            | -                | -                | -               | -                | 7            |
| BAPTISTE, WILLARD           | OIH          | 55,090            | 50,869      | -                    | 2,628            | 113             | 1,475          | -                | -                | -               | -                | 4            |
| BARRETT, SHEILA             | OIH          | 55,699            | 50,137      | -                    | 2,575            | 46              | 2,938          | -                | -                | -               | -                | 4            |
| BEAL, TEAL                  | OIH          | 9,119             | 8,635       | -                    | -                | 483             | -              | -                | -                | -               | -                | -            |
| BECHTOLD, DEBRA             | OIH          | 33,043            | 33,043      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| BELL-THOMPSON, ANNETTE      | OIH          | 33,713            | 29,730      | -                    | -                | 3,497           | 486            | -                | -                | -               | -                | -            |
| BENNETTE, MARIE             | OIH          | 12,747            | 12,269      | -                    | -                | 21              | 456            | -                | -                | -               | -                | -            |
| BLOISE-SMITH, BRIDGETT      | OIH          | 63,947            | 58,135      | -                    | 1,795            | 1,082           | 2,931          | -                | -                | -               | -                | 4            |
| BOSWELL, BERNARD            | OIH          | 39,327            | 33,639      | -                    | -                | 4,385           | 1,303          | -                | -                | -               | -                | -            |
| BRERETON, VIRGINIA          | OIH          | 57,981            | 51,486      | -                    | 2,102            | 1,734           | 2,647          | -                | -                | -               | -                | 12           |
| BRISCOE, ALICIA             | OIH          | 40,885            | 37,315      | -                    | -                | 2,018           | 1,538          | -                | -                | -               | -                | 14           |
| COLEMAN, OLA LEWIS          | OIH          | 37,667            | 28,356      | -                    | 2,796            | 5,514           | 1,001          | -                | -                | -               | -                | -            |
| CORREIA, KAREN              | OIH          | 72,288            | 69,045      | -                    | 2,875            | 106             | 146            | -                | -                | -               | -                | 115          |
| CRANE, CHRISTINA            | OIH          | 54,851            | 50,689      | -                    | -                | 1,462           | 2,586          | -                | 45               | -               | -                | 69           |
| DAMIAN, STACEY              | OIH          | 23,341            | 22,639      | -                    | -                | -               | 701            | -                | -                | -               | -                | -            |
| DARGIE, PATRICIA            | OIH          | 110,197           | 101,330     | -                    | 4,243            | 4,619           | -              | -                | -                | -               | -                | 4            |
| DAWKINS, JULIET             | OIH          | 51,320            | 49,402      | -                    | -                | 810             | 1,080          | -                | -                | -               | -                | 28           |
| DAY, RACHEL                 | OIH          | 124,103           | 111,685     | -                    | -                | -               | -              | -                | -                | 12,308          | -                | 110          |
| DOWNING, NICOLE             | OIH          | 35,549            | 34,452      | -                    | -                | 551             | 523            | -                | -                | -               | -                | 23           |
| ELLIS, GAIL                 | OIH          | 139,621           | 131,936     | -                    | 6,488            | 64              | 1,088          | -                | -                | -               | -                | 46           |
| ELLIS, MARVETTE             | OIH          | 78,179            | 55,776      | -                    | 1,110            | 18,418          | 2,826          | -                | -                | -               | -                | 48           |
| FLAHERTY, KERRI             | OIH          | 66,649            | 55,614      | -                    | 1,048            | 7,349           | 2,569          | -                | -                | -               | -                | 70           |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>       | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|----------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                            |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| FRANCIS, HEATHER           | OIH          | 89,050            | 77,189      | -                    | -                | 10,115          | 1,370          | -                | -                | -               | -                | 375          |
| GREEN, CORDIA              | OIH          | 14,129            | 13,474      | -                    | -                | 456             | 200            | -                | -                | -               | -                | -            |
| GRIMES, LILIAN             | OIH          | 41,954            | 40,328      | -                    | 1,229            | 193             | -              | -                | -                | -               | -                | 204          |
| HARRISON, JACQUELINE       | OIH          | 76,527            | 60,434      | -                    | 1,843            | 12,548          | 1,693          | -                | -                | -               | -                | 9            |
| HAYE, NADENE               | OIH          | 84,663            | 68,910      | -                    | 2,806            | 9,905           | 3,031          | -                | -                | -               | -                | 12           |
| HILST, TAYLOR              | OIH          | 69,599            | 68,683      | -                    | -                | 569             | 344            | -                | -                | -               | -                | 4            |
| KENNELLY, JENNIFER         | OIH          | 31,668            | 29,705      | -                    | -                | 996             | 968            | -                | -                | -               | -                | -            |
| KIEFFER, ERIKA             | OIH          | 44,001            | 41,047      | -                    | 2,091            | 132             | 718            | -                | -                | -               | -                | 14           |
| KING, DONNA                | OIH          | 64,273            | 53,196      | -                    | 1,086            | 8,662           | 1,329          | -                | -                | -               | -                | -            |
| KING, EDWARD               | OIH          | 79,183            | 79,133      | -                    | -                | -               | -              | -                | -                | -               | -                | 50           |
| KINNEY, COLLEEN            | OIH          | 53,882            | 49,601      | -                    | 1,710            | 163             | 2,404          | -                | -                | -               | -                | 5            |
| KOPECKI, ERIN              | OIH          | 60,303            | 60,290      | -                    | -                | -               | -              | -                | -                | -               | -                | 14           |
| KOYL, NANCY                | OIH          | 99,508            | 74,618      | -                    | 2,264            | 20,825          | 1,775          | -                | -                | -               | -                | 26           |
| KYOMITMAITEE, MANEEWAN     | OIH          | 50,821            | 46,856      | -                    | 872              | 1,172           | 1,914          | -                | -                | -               | -                | 8            |
| LEAMY, LAUREN              | OIH          | 56,361            | 41,503      | -                    | -                | 12,677          | 2,175          | -                | -                | -               | -                | 6            |
| LEMUS, MARIA               | OIH          | 79,030            | 59,296      | -                    | -                | 16,310          | 3,376          | -                | -                | -               | -                | 48           |
| LINDLEY, ANN               | OIH          | 112,479           | 101,717     | -                    | 3,999            | 6,758           | -              | -                | -                | -               | -                | 5            |
| LINDO PARKINSON, SHAUNETTE | OIH          | 16,693            | 14,845      | -                    | 853              | 669             | 322            | -                | -                | -               | -                | 4            |
| LOWE, AVRIL                | OIH          | 35,103            | 32,836      | -                    | -                | 1,441           | 803            | -                | -                | -               | -                | 22           |
| LYTTLE-LIBURD, SOPHIA      | OIH          | 84,431            | 59,455      | -                    | 1,804            | 20,073          | 3,088          | -                | -                | -               | -                | 11           |
| MACVICAR-FISKE, LAURIE     | OIH          | 63,314            | 61,610      | -                    | 1,536            | -               | -              | -                | -                | -               | -                | 168          |
| MALAVASE, MICHELLE         | OIH          | 65,011            | 63,180      | -                    | 1,235            | 592             | -              | -                | -                | -               | -                | 5            |
| MASON-WILSON, JESSICA      | OIH          | 76,348            | 59,689      | -                    | 1,815            | 12,106          | 2,724          | -                | -                | -               | -                | 14           |
| MATSON, CAROL              | OIH          | 82,771            | 70,629      | -                    | 3,646            | 5,227           | 3,264          | -                | -                | -               | -                | 6            |
| MAXWELL, KATHLEEN          | OIH          | 56,824            | 55,766      | -                    | 1,027            | -               | -              | -                | -                | -               | -                | 31           |
| MERIAM, PAMELA             | OIH          | 14,265            | 14,265      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MULVEY, LISA               | OIH          | 13,130            | 12,920      | -                    | -                | -               | 210            | -                | -                | -               | -                | -            |
| NICKERSON, SYBIL           | OIH          | 42,156            | 40,448      | -                    | 1,482            | -               | 226            | -                | -                | -               | -                | -            |
| NIRAULA, LAXMI             | OIH          | 22,696            | 21,889      | -                    | -                | 97              | 703            | -                | -                | -               | -                | 6            |
| PARKINSON, AVIA            | OIH          | 79,570            | 61,706      | -                    | 1,864            | 14,633          | 1,357          | -                | -                | -               | -                | 9            |
| PASK, JENNIFER             | OIH          | 55,171            | 51,384      | -                    | 1,051            | 95              | 2,640          | -                | -                | -               | -                | -            |
| PATTON, MARY               | OIH          | 50,687            | 44,322      | -                    | 2,251            | 3,220           | 883            | -                | -                | -               | -                | 11           |
| PAUDEL, YASHUDA            | OIH          | 3,094             | 2,850       | -                    | -                | 8               | 236            | -                | -                | -               | -                | -            |
| PHILLIPS, FERNELLA         | OIH          | 53,954            | 48,356      | -                    | 1,935            | 3,071           | 588            | -                | -                | -               | -                | 4            |
| PICHETTE, SAMANTHA         | OIH          | 33,394            | 30,528      | -                    | -                | 1,519           | 1,339          | -                | -                | -               | -                | 7            |
| REED, STORMY               | OIH          | 55,963            | 52,227      | -                    | 2,116            | 418             | 1,190          | -                | -                | -               | -                | 12           |
| REID, EVADNE               | OIH          | 45,949            | 43,774      | -                    | -                | 1,201           | 967            | -                | -                | -               | -                | 7            |
| RICKETTS, DENISE           | OIH          | 74,046            | 61,484      | -                    | 1,874            | 8,978           | 1,704          | -                | -                | -               | -                | 7            |
| RILEY, AARON               | OIH          | 43,961            | 42,596      | -                    | -                | 794             | 551            | -                | -                | -               | -                | 20           |
| ROBINSON, HOPIE            | OIH          | 53,667            | 42,885      | -                    | 1,738            | 7,091           | 1,943          | -                | -                | -               | -                | 11           |
| RODRIGUEZ, LYNDY           | OIH          | 51,201            | 39,039      | -                    | -                | 11,063          | 1,094          | -                | -                | -               | -                | 6            |
| ROSS, DANIEL               | OIH          | 53,435            | 48,487      | -                    | -                | 2,613           | 2,025          | -                | -                | -               | -                | 310          |
| ROWE THOMAS, KAREN         | OIH          | 75,306            | 56,364      | -                    | 1,116            | 14,491          | 3,291          | -                | -                | -               | -                | 45           |
| RYDER, ELLEN               | OIH          | 64,830            | 58,397      | -                    | 2,946            | 522             | 2,952          | -                | -                | -               | -                | 13           |
| SANDERS, GLORIA            | OIH          | 38,544            | 31,322      | -                    | 2,443            | 3,493           | 1,287          | -                | -                | -               | -                | -            |
| SANDOVAL, ANA ISABEL       | OIH          | 40,570            | 38,855      | -                    | -                | 474             | 1,186          | -                | -                | -               | -                | 56           |
| SOUZA, SHERRY              | OIH          | 58,975            | 51,757      | -                    | 2,398            | 2,496           | 2,315          | -                | -                | -               | -                | 9            |

\*Other pay is retro, FLSA or required accrual pay.



|                        |        |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|------------------------|--------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME          | DEPT.  | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| THAIRAT, MATUROD       | OIH    | 56,498     | 51,903  | -             | 1,601     | 393      | 2,053   | -         | -         | -        | -         | 548   |
| TONEY, LISA            | OIH    | 30,817     | 29,135  | -             | 1,682     | -        | -       | -         | -         | -        | -         | -     |
| WALLACE, HENRICK       | OIH    | 67,205     | 61,780  | -             | 1,895     | 2,498    | 1,028   | -         | -         | -        | -         | 4     |
| WALLACE, SEVILLE       | OIH    | 57,559     | 50,743  | -             | -         | 4,880    | 1,918   | -         | -         | -        | -         | 19    |
| WEDDERBURN, SARI       | OIH    | 35,368     | 33,050  | -             | -         | 1,085    | 1,233   | -         | -         | -        | -         | -     |
| WHEATLEY, SASHANA      | OIH    | 4,484      | 4,484   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| ANCERO, CATHERINE      | PLUS   | 77,417     | 70,003  | -             | 2,781     | 4,628    | -       | -         | -         | -        | -         | 5     |
| ANTONIETTI, ELEANOR    | PLUS   | 75,271     | 74,954  | -             | -         | 311      | -       | -         | -         | -        | -         | 5     |
| BACKUS, HOLLY          | PLUS   | 74,615     | 73,831  | -             | -         | 779      | -       | -         | -         | -        | -         | 6     |
| BARRY, JAMES           | PLUS   | 83,857     | 83,771  | -             | -         | 86       | -       | -         | -         | -        | -         | -     |
| BELANGER, PAUL         | PLUS   | 2,825      | 2,825   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| BENNETT, DOUGLAS       | PLUS   | 84,106     | 83,777  | -             | -         | -        | -       | -         | -         | -        | -         | 329   |
| BRADFORD, KAREN        | PLUS   | 60,593     | 57,552  | 910           | -         | 2,129    | -       | -         | -         | -        | -         | 2     |
| BURNS, THOMAS          | PLUS   | 109,633    | 104,912 | 520           | 4,195     | -        | -       | -         | -         | -        | -         | 6     |
| BUTLER, STEPHEN        | PLUS   | 127,904    | 122,613 | 520           | 4,269     | 492      | -       | -         | -         | -        | -         | 9     |
| CARROLL, BRENDAN       | PLUS   | 91,620     | 90,657  | -             | -         | 963      | -       | -         | -         | -        | -         | -     |
| FLYNN, CATHERINE       | PLUS   | 13,598     | 13,598  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| HEDDEN, JOHN           | PLUS   | 61,494     | 59,696  | -             | -         | 518      | -       | -         | -         | -        | -         | 1,280 |
| HULL, KAREN            | PLUS   | 79,288     | 74,833  | -             | 2,968     | 1,481    | -       | -         | -         | -        | -         | 6     |
| NICHOLSON, JEFFREY     | PLUS   | 2,113      | 2,113   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| NOLL, ALAN             | PLUS   | 110,007    | 106,097 | 1,560         | 2,063     | 283      | -       | -         | -         | -        | -         | 5     |
| RAMOS, EDMUND          | PLUS   | 3,300      | 3,300   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SILVERSTEIN, MARCUS    | PLUS   | 96,452     | 92,770  | -             | 3,675     | -        | -       | -         | -         | -        | -         | 7     |
| SINATRA, LAUREN        | PLUS   | 52,455     | 52,455  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SNELL, LESLIE          | PLUS   | 123,555    | 123,331 | -             | -         | -        | -       | -         | -         | -        | -         | 225   |
| STRANG, DORIS          | PLUS   | 52,579     | 51,071  | 520           | -         | 167      | -       | -         | -         | -        | -         | 821   |
| STRASENBURGH, TOBY     | PLUS   | 1,884      | 1,800   | -             | -         | 84       | -       | -         | -         | -        | -         | -     |
| SULLIVAN, EDWARD       | PLUS   | 829        | 829     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| SWAIN, JOSEPH          | PLUS   | 800        | 800     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| VORCE, ANDREW          | PLUS   | 133,172    | 133,172 | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| ADAMS, JERRY           | POLICE | 155,420    | 150,180 | -             | 5,230     | -        | -       | -         | -         | -        | -         | 11    |
| ALEO, JOSEPH           | POLICE | 49,117     | 44,375  | -             | -         | 1,928    | -       | 2,754     | -         | -        | -         | 60    |
| BAXTER, AMY            | POLICE | 64,461     | 64,316  | -             | -         | 108      | -       | -         | -         | -        | -         | 36    |
| BURNS, MELINDA         | POLICE | 89,604     | 85,577  | -             | 2,464     | 1,557    | -       | -         | -         | -        | -         | 6     |
| CARNEVALE, CHRISTOPHER | POLICE | 98,911     | 85,013  | -             | 2,973     | 9,576    | -       | 1,344     | -         | -        | -         | 6     |
| CHRETIEN, JARED        | POLICE | 141,946    | 109,366 | -             | 2,719     | 16,734   | -       | 13,096    | -         | -        | -         | 31    |
| CIARMATARO, ANN        | POLICE | 39,187     | 39,106  | -             | -         | -        | -       | -         | -         | -        | -         | 81    |
| CLINGER, SHEILA        | POLICE | 83,693     | 78,432  | 1,560         | 2,958     | 253      | 485     | -         | -         | -        | -         | 6     |
| CLINGER, THOMAS        | POLICE | 119,555    | 108,938 | -             | 4,853     | 5,756    | -       | -         | -         | -        | -         | 8     |
| COAKLEY, BRENDAN       | POLICE | 134,913    | 98,540  | -             | 2,719     | 32,515   | -       | 1,140     | -         | -        | -         | -     |
| COOK, MICHAEL          | POLICE | 112,972    | 76,763  | -             | 1,409     | 23,031   | -       | 11,532    | -         | -        | -         | 237   |
| COYNE, ZACHARY         | POLICE | 77,532     | 64,499  | -             | -         | 4,548    | -       | 8,400     | -         | -        | -         | 85    |
| DAVIS, MARIA           | POLICE | 63,206     | 63,176  | -             | -         | -        | -       | -         | -         | -        | -         | 30    |
| ERICHSEN, JENNIFER     | POLICE | 109,758    | 105,311 | -             | 3,588     | -        | 695     | -         | -         | -        | -         | 164   |
| FLYNN, JOSEPH          | POLICE | 100,487    | 66,764  | -             | -         | 11,534   | -       | 22,164    | -         | -        | -         | 24    |
| FRONZUTO, DAVID        | POLICE | 123,452    | 121,188 | -             | -         | -        | 694     | -         | -         | -        | -         | 1,571 |
| FURTADO, DANIEL        | POLICE | 138,662    | 109,915 | -             | 2,719     | 25,829   | -       | 192       | -         | -        | -         | 7     |

\*Other pay is retro, FLSA or required accrual pay.

| EMPLOYEE NAME        | DEPT.      | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY |        | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|----------------------|------------|------------|---------|---------------|-----------|----------|---------|--------|-----------|-----------|----------|-----------|-------|
|                      |            | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL |           | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| GALE, SUZANNE        | POLICE     | 93,124     | 79,186  | -             | 3,625     | 3,977    | -       | 6,336  |           | -         | -        | -         | -     |
| GIBSON, CHARLES      | POLICE     | 197,612    | 180,421 | 1,560         | 9,016     | -        | 5,611   | 992    |           | -         | -        | -         | 12    |
| GIRARD, DANIEL       | POLICE     | 59,455     | 48,666  | -             | -         | 1,421    | -       | 8,928  |           | -         | -        | -         | 440   |
| HAGERTY, JOHN        | POLICE     | 107,730    | 66,133  | -             | -         | 9,734    | -       | 31,836 |           | -         | -        | -         | 26    |
| HOLLIS JR, ROBERT    | POLICE     | 99,831     | 79,982  | -             | 1,409     | 6,440    | -       | 11,784 |           | -         | -        | -         | 216   |
| JACKSON, BRYAN       | POLICE     | 58,790     | 50,044  | -             | -         | 537      | 315     | 6,534  |           | -         | -        | -         | 1,362 |
| KELLY, CHRISTOPHER   | POLICE     | 90,353     | 67,967  | -             | -         | 13,099   | -       | 9,168  |           | -         | -        | -         | 119   |
| MACK, DANIEL         | POLICE     | 139,499    | 113,408 | -             | 4,758     | 18,454   | -       | 2,880  |           | -         | -        | -         | -     |
| MACK, JEROME         | POLICE     | 99,536     | 88,919  | -             | 3,806     | 1,411    | -       | 5,400  |           | -         | -        | -         | -     |
| MACVICAR, ANGUS      | POLICE     | 150,906    | 143,895 | -             | 6,537     | -        | -       | 464    |           | -         | -        | -         | 10    |
| MANSFIELD, KEITH     | POLICE     | 117,792    | 92,507  | -             | 2,973     | 15,039   | -       | 7,248  |           | -         | -        | -         | 25    |
| MARSHALL, KEVIN      | POLICE     | 133,635    | 102,575 | -             | 2,719     | 27,613   | -       | 696    |           | -         | -        | -         | 33    |
| MASON, JACQUELYN     | POLICE     | 114,991    | 74,116  | -             | -         | 9,663    | -       | 31,212 |           | -         | -        | -         | -     |
| MASTRIANO, MICHAEL   | POLICE     | 83,709     | 64,492  | -             | -         | 4,141    | -       | 15,024 |           | -         | -        | -         | 52    |
| MAULDIN, JANINE      | POLICE     | 142,877    | 104,128 | -             | 2,719     | 14,667   | -       | 20,832 |           | -         | -        | -         | 531   |
| MCANDREW, ANNE       | POLICE     | 33,504     | 33,504  | -             | -         | -        | -       | -      |           | -         | -        | -         | -     |
| MORNEAU, BRETT       | POLICE     | 106,052    | 86,695  | -             | 2,175     | 12,567   | -       | 4,608  |           | -         | -        | -         | 6     |
| MUHR, JOHN           | POLICE     | 121,810    | 84,291  | -             | 3,882     | 23,550   | -       | 10,068 |           | -         | -        | -         | 18    |
| NAGLE, KEVIN         | POLICE     | 77,810     | 59,561  | -             | -         | 5,696    | 873     | 11,556 |           | -         | -        | -         | 124   |
| O'CONNOR, PATRICK    | POLICE     | 71,074     | 49,075  | -             | -         | 3,374    | -       | 18,552 |           | -         | -        | -         | 73    |
| PITTMAN, WILLIAM     | POLICE     | 184,578    | 179,147 | -             | -         | -        | 5,348   | -      |           | -         | -        | -         | 83    |
| RAY, TRAVIS          | POLICE     | 141,852    | 109,671 | -             | 2,719     | 18,252   | -       | 11,180 |           | -         | -        | -         | 31    |
| ROCKETT, JOHN        | POLICE     | 146,300    | 105,624 | -             | 1,726     | 20,387   | -       | 18,556 |           | -         | -        | -         | 7     |
| SCHWENK, AMANDA      | POLICE     | 91,296     | 65,192  | -             | -         | 7,940    | -       | 18,066 |           | -         | -        | -         | 98    |
| THOMPSON, CASSANDRA  | POLICE     | 85,170     | 72,592  | -             | -         | 3,398    | -       | 9,168  |           | -         | -        | -         | 11    |
| TOVET, CATHERINE     | POLICE     | 77,828     | 74,701  | 520           | 2,242     | 360      | -       | -      |           | -         | -        | -         | 6     |
| WATKINS, DAVID       | POLICE     | 89,982     | 64,099  | -             | -         | 4,390    | -       | 21,474 |           | -         | -        | -         | 19    |
| WHITING, BRANDON     | POLICE     | 8,693      | 8,381   | -             | -         | 119      | -       | 192    |           | -         | -        | -         | -     |
| WITHERELL, DEREK     | POLICE     | 99,825     | 75,165  | -             | -         | 13,424   | -       | 11,232 |           | -         | -        | -         | 4     |
| ATCHISON, SEAN       | POLICE CSO | 10,531     | 8,225   | -             | -         | 578      | -       | 1,728  |           | -         | -        | -         | -     |
| BRONKE, PAUL         | POLICE CSO | 10,386     | 7,000   | -             | -         | 794      | -       | 2,592  |           | -         | -        | -         | -     |
| CHIN, ADAM           | POLICE CSO | 9,745      | 6,860   | -             | -         | 197      | -       | 2,688  |           | -         | -        | -         | -     |
| CLAPP, ABIGAIL       | POLICE CSO | 10,044     | 7,140   | -             | -         | 984      | -       | 1,920  |           | -         | -        | -         | -     |
| CLARY, JOHN          | POLICE CSO | 8,825      | 7,000   | -             | -         | 289      | -       | 1,536  |           | -         | -        | -         | -     |
| DISAIA, NICHOLAS     | POLICE CSO | 9,396      | 7,560   | -             | -         | 492      | -       | 1,344  |           | -         | -        | -         | -     |
| DONHAM, HENRY        | POLICE CSO | 8,800      | 7,420   | -             | -         | 420      | -       | 960    |           | -         | -        | -         | -     |
| GAMBALE, MATTHEW     | POLICE CSO | 6,342      | 5,530   | -             | -         | 236      | -       | 576    |           | -         | -        | -         | -     |
| GIACALONE, MEGHAN    | POLICE CSO | 15,004     | 9,468   | -             | -         | 1,168    | -       | 4,368  |           | -         | -        | -         | -     |
| GLICK, SARAH         | POLICE CSO | 10,797     | 7,980   | -             | -         | 1,089    | -       | 1,728  |           | -         | -        | -         | -     |
| IACOZZI, NICHOLAS    | POLICE CSO | 10,354     | 7,280   | -             | -         | 578      | -       | 2,496  |           | -         | -        | -         | -     |
| JOURNET, ERIK        | POLICE CSO | 11,237     | 8,242   | -             | -         | 500      | -       | 2,496  |           | -         | -        | -         | -     |
| KELLY, STEPHEN       | POLICE CSO | 10,496     | 7,980   | -             | -         | 788      | -       | 1,728  |           | -         | -        | -         | -     |
| MAZZA, MARC          | POLICE CSO | 9,321      | 7,665   | -             | -         | 696      | -       | 960    |           | -         | -        | -         | -     |
| MCGINTY, CHRISTOPHER | POLICE CSO | 8,978      | 6,956   | -             | -         | 486      | -       | 1,536  |           | -         | -        | -         | -     |
| POW, JERHAMY         | POLICE CSO | 10,808     | 7,805   | -             | -         | 315      | -       | 2,688  |           | -         | -        | -         | -     |
| POWIS, TIMOTHY       | POLICE CSO | 10,352     | 8,470   | -             | -         | 538      | -       | 1,344  |           | -         | -        | -         | -     |
| RYAN, JAKE           | POLICE CSO | 8,998      | 7,000   | -             | -         | 630      | -       | 1,368  |           | -         | -        | -         | -     |

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| EMPLOYEE NAME          | DEPT.         | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|------------------------|---------------|------------|---------|---------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
|                        |               | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME |                   |                     |                      |                     |                   |               |
| SHADE, ROBERT          | POLICE CSO    | 9,788      | 8,260   | -             | -         | 184      | -                 | 1,344               | -                    | -                   | -                 | -             |
| SHIELD, ROBERT         | POLICE CSO    | 11,829     | 9,363   | -             | -         | 354      | -                 | 2,112               | -                    | -                   | -                 | -             |
| SULLIVAN, DEVIN        | POLICE CSO    | 8,499      | 7,140   | -             | -         | 591      | -                 | 768                 | -                    | -                   | -                 | -             |
| TRAN, DON              | POLICE CSO    | 11,246     | 8,566   | -             | -         | 375      | -                 | 2,112               | -                    | -                   | -                 | 194           |
| VALENTINO, ANTHONY     | POLICE CSO    | 8,711      | 6,860   | -             | -         | 315      | -                 | 1,536               | -                    | -                   | -                 | -             |
| ZIOMEK, MATTHEW        | POLICE CSO    | 12,320     | 8,954   | -             | -         | 486      | -                 | 2,880               | -                    | -                   | -                 | -             |
| ANDERSON, DANIEL       | POLICE SRO    | 40,289     | 20,780  | -             | -         | 1,995    | -                 | 17,514              | -                    | -                   | -                 | -             |
| ANDERSON, MATTHEW      | POLICE SRO    | 10,324     | 7,622   | -             | -         | 458      | -                 | 2,244               | -                    | -                   | -                 | -             |
| BUKOWSKI, JESSICA      | POLICE SRO    | 11,618     | 8,414   | -             | -         | 1,667    | -                 | 1,536               | -                    | -                   | -                 | -             |
| DECRISTOFARO, TIMOTHY  | POLICE SRO    | 18,831     | 10,121  | -             | -         | 1,463    | -                 | 5,712               | -                    | -                   | -                 | 1,536         |
| DESMOND, CONOR         | POLICE SRO    | 33,254     | 22,280  | -             | -         | 2,340    | -                 | 7,098               | -                    | -                   | -                 | 1,536         |
| HARRINGTON, RICHARD    | POLICE SRO    | 66,402     | 39,329  | -             | -         | 4,391    | -                 | 22,608              | -                    | -                   | -                 | 74            |
| MAY, ALEXANDRA         | POLICE SRO    | 41,355     | 22,710  | -             | -         | 2,565    | -                 | 16,080              | -                    | -                   | -                 | -             |
| O'SULLIVAN, CONNOR     | POLICE SRO    | 11,622     | 9,516   | -             | -         | 1,338    | -                 | 192                 | -                    | -                   | -                 | 576           |
| PARMEGGIANI, MARISA    | POLICE SRO    | 41,280     | 26,854  | -             | -         | 3,496    | -                 | 10,872              | -                    | -                   | -                 | 59            |
| ABREU, MARIA           | POLICE/DIS    | 4,406      | 4,406   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CONSIDINE, PATRICK     | POLICE/DIS    | 67,898     | 59,717  | -             | -         | 8,169    | -                 | -                   | -                    | -                   | -                 | 13            |
| EGER-ANDERSEN, THERESA | POLICE/DIS    | 71,178     | 64,084  | -             | -         | 7,071    | -                 | -                   | -                    | -                   | -                 | 23            |
| GOMES, CAIO            | POLICE/DIS    | 25,079     | 24,925  | -             | -         | 154      | -                 | -                   | -                    | -                   | -                 | -             |
| HAINEY, PATRICIA       | POLICE/DIS    | 68,827     | 60,980  | -             | -         | 7,838    | -                 | -                   | -                    | -                   | -                 | 8             |
| HULL, AARON            | POLICE/DIS    | 16,319     | 15,117  | -             | -         | 515      | 687               | -                   | -                    | -                   | -                 | -             |
| HYMAN, DEBBIAN         | POLICE/DIS    | 4,102      | 4,102   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KEVER, ERA             | POLICE/DIS    | 65,657     | 59,526  | -             | -         | 6,117    | -                 | -                   | -                    | -                   | -                 | 13            |
| KNAPP, NIKKISHA        | POLICE/DIS    | 10,557     | 10,557  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| MOREIRA, JOAO          | POLICE/DIS    | 69,240     | 60,154  | -             | -         | 9,078    | -                 | -                   | -                    | -                   | -                 | 8             |
| NORRIS, JESSICA        | POLICE/DIS    | 81,113     | 68,339  | -             | 1,296     | 11,438   | -                 | -                   | -                    | -                   | -                 | 40            |
| PEREZ, WENDY           | POLICE/DIS    | 41,067     | 39,123  | -             | -         | 1,931    | -                 | -                   | -                    | -                   | -                 | 13            |
| REYNOLDS, CHRISTOPHER  | POLICE/DIS    | 42,595     | 39,981  | -             | -         | 2,602    | -                 | -                   | -                    | -                   | -                 | 13            |
| SMITH, MEGAN           | POLICE/DIS    | 73,973     | 67,574  | -             | 1,314     | 4,703    | 372               | -                   | -                    | -                   | -                 | 9             |
| BARRETT, ANNE          | PUBLIC HEALTH | 78,818     | 74,418  | 1,420         | 2,975     | -        | -                 | -                   | -                    | -                   | -                 | 6             |
| CROWLEY, ARTELL        | PUBLIC HEALTH | 112,859    | 107,126 | 1,560         | 4,158     | 14       | -                 | -                   | -                    | -                   | -                 | -             |
| LAFAVRE, KATHLEEN      | PUBLIC HEALTH | 80,026     | 76,402  | 1,200         | 2,265     | 127      | -                 | -                   | -                    | -                   | -                 | 32            |
| MURPHY, AMEILA         | PUBLIC HEALTH | 1,589      | 1,589   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| OSPELT, EMMA           | PUBLIC HEALTH | 3,666      | 3,666   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ROSS, HENRY            | PUBLIC HEALTH | 28,546     | 28,546  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| SANTAMARIA, ROBERTO    | PUBLIC HEALTH | 107,779    | 107,625 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 154           |
| SILBER, ABIGAIL        | PUBLIC HEALTH | 3,779      | 3,751   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 28            |
| BEAMISH, KIMBERLY      | ROD           | 95,585     | 92,821  | -             | 2,756     | -        | -                 | -                   | -                    | -                   | -                 | 7             |
| FERREIRA, JENNIFER     | ROD           | 97,593     | 97,593  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| FURTADO, AMANDA        | ROD           | 48,137     | 48,133  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 4             |
| ABBOTT, MEGAN          | SCHOOL        | 73,714     | 72,046  | -             | -         | -        | -                 | -                   | -                    | 1,668               | -                 | -             |
| ADAMS, KATHY           | SCHOOL        | 95,166     | 95,166  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| AGUIAR, CATHERINE      | SCHOOL        | 37,278     | 35,929  | -             | 1,349     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ALBERTSON, KIMBERLY    | SCHOOL        | 107,805    | 102,905 | -             | 3,400     | -        | -                 | -                   | -                    | -                   | -                 | 1,500         |
| ALMODOBAR, DARIAN      | SCHOOL        | 101,443    | 91,949  | -             | 3,400     | -        | -                 | -                   | -                    | 5,194               | -                 | 900           |
| ALOISI, LYNNE          | SCHOOL        | 99,047     | 98,701  | -             | 346       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ALOISI, SAMUEL         | SCHOOL        | 7,131      | -       | -             | -         | -        | -                 | -                   | -                    | 7,131               | -                 | -             |

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| EMPLOYEE NAME            | DEPT.  | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|--------------------------|--------|------------|---------|---------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
|                          |        | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME |                   |                     |                      |                     |                   |               |
| ANGUELOV, MARTIN         | SCHOOL | 116,725    | 116,725 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ARCHANA, MAHARJAN        | SCHOOL | 180        | 180     | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ARENT, DREW              | SCHOOL | 2,440      | -       | -             | -         | -        | -                 | -                   | -                    | 2,440               | -                 | -             |
| AVERY, DEANNA SLAYTON    | SCHOOL | 105,517    | 100,407 | -             | 1,111     | -        | -                 | -                   | -                    | 2,498               | -                 | 1,500         |
| BARBA, KATE              | SCHOOL | 23,000     | 23,000  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BARBOUR, KAMERON         | SCHOOL | 49,800     | 49,800  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BARDSLEY, AMANDA         | SCHOOL | 92,331     | 90,663  | -             | -         | -        | -                 | -                   | -                    | 1,668               | -                 | -             |
| BARNES-HARRINGTON, MAEVE | SCHOOL | 43,017     | 42,608  | -             | 409       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BARONE, JONATHAN         | SCHOOL | 61,224     | 61,224  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BARTLETT, SEANDA         | SCHOOL | 28,929     | 21,709  | -             | 295       | -        | -                 | -                   | -                    | 6,925               | -                 | -             |
| BASKETT, FRANCES         | SCHOOL | 109,017    | 102,774 | -             | 3,400     | -        | -                 | -                   | -                    | 1,343               | -                 | 1,500         |
| BEAL, BRITTANY           | SCHOOL | 23,724     | 23,724  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BEAMISH, JEFFREY         | SCHOOL | 6,080      | 6,080   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BEATY, KAREN             | SCHOOL | 59,585     | 59,585  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BEDELL, KATIE            | SCHOOL | 38,035     | 38,035  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BELANGER, SUZANNE        | SCHOOL | 33,937     | 33,937  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BELL, FLETCHER           | SCHOOL | 1,305      | 1,305   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BENSON, KATHLEEN         | SCHOOL | 91,370     | 90,370  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BERRUET, JOYCE           | SCHOOL | 9,578      | 9,578   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BILLINGS, ALYSSA         | SCHOOL | 103,670    | 99,230  | -             | 1,000     | -        | -                 | -                   | -                    | 3,440               | -                 | -             |
| BLAKSTEEN, DIANNE        | SCHOOL | 3,652      | 3,652   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BLASI, ELLA              | SCHOOL | 315        | 315     | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BLASI, KATHERINE         | SCHOOL | 42,331     | 41,331  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BORCHERT, CARL           | SCHOOL | 11,110     | 11,096  | -             | -         | 14       | -                 | -                   | -                    | -                   | -                 | -             |
| BOYCHEV, DIMO            | SCHOOL | 77,456     | 74,240  | -             | -         | 3,216    | -                 | -                   | -                    | -                   | -                 | -             |
| BOYCHEVA, VERONIKA       | SCHOOL | 76,028     | 76,028  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BRADLEY, MARY BETH       | SCHOOL | 3,622      | 3,622   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BRANNIGAN, JANET         | SCHOOL | 78,158     | 64,435  | -             | 2,223     | -        | -                 | -                   | -                    | -                   | -                 | 11,500        |
| BRANNIGAN, MICHELLE      | SCHOOL | 98,425     | 98,079  | -             | 346       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BRANNIGAN, RICHARD       | SCHOOL | 7,131      | -       | -             | -         | -        | -                 | -                   | -                    | 7,131               | -                 | -             |
| BROOKS, SARA             | SCHOOL | 21,296     | 21,296  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BRUNO, CATHLEEN          | SCHOOL | 34,173     | 34,173  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BUCCHERI, PAUL           | SCHOOL | 20,996     | 20,996  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BUCKEY, JOHN             | SCHOOL | 153,139    | 153,139 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| BYRNE, LAURA             | SCHOOL | 44,770     | 43,720  | -             | -         | -        | -                 | -                   | -                    | 1,050               | -                 | -             |
| CAIRES, SHANNON          | SCHOOL | 95,176     | 95,176  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CALABRESE, STEVEN        | SCHOOL | 1,986      | 1,986   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CALDERON, MARELYN        | SCHOOL | 8,991      | 8,991   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CAMPISI, JASON           | SCHOOL | 17,680     | 17,680  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CARLSON, KARA            | SCHOOL | 109,471    | 102,902 | -             | 3,400     | -        | -                 | -                   | -                    | 1,668               | -                 | 1,500         |
| CARNEY, MICHAEL          | SCHOOL | 21,680     | 21,680  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CARO, CELSO CHAVEZ       | SCHOOL | 55,519     | 53,018  | -             | -         | 2,501    | -                 | -                   | -                    | -                   | -                 | -             |
| CASPE, JEANNE            | SCHOOL | 2,705      | 2,705   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CATON, CAROL             | SCHOOL | 43,145     | 41,599  | -             | 545       | -        | -                 | -                   | -                    | 1,000               | -                 | -             |
| CHITESTER, SHERRY        | SCHOOL | 35,172     | 34,597  | -             | 400       | -        | -                 | -                   | -                    | -                   | -                 | 175           |
| CLARK, JEANNE            | SCHOOL | 97,762     | 96,589  | -             | 1,173     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CLARKSON, EMILY          | SCHOOL | 49,435     | 47,845  | -             | 591       | -        | -                 | -                   | -                    | 1,000               | -                 | -             |

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| EMPLOYEE NAME            | DEPT.  | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|--------------------------|--------|------------|---------|---------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
|                          |        | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME |                   |                     |                      |                     |                   |               |
| CLINGER, ALEXISSE        | SCHOOL | 3,625      | 3,625   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CLUNIE, CHARLES          | SCHOOL | 75,026     | 72,052  | -             | -         | 2,975    | -                 | -                   | -                    | -                   | -                 | -             |
| COBURN, LAURA            | SCHOOL | 105,442    | 102,774 | -             | 1,000     | -        | -                 | -                   | -                    | 1,668               | -                 | -             |
| COCKER, NEIL             | SCHOOL | 5,194      | -       | -             | -         | -        | -                 | -                   | -                    | 5,194               | -                 | -             |
| COFFIN, DAUNA            | SCHOOL | 105,243    | 103,743 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 1,500         |
| COHEN, PETER             | SCHOOL | 137,228    | 137,228 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| COLLUM, JAIMIE           | SCHOOL | 42,364     | 42,364  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CONDON-MORLEY, BARBARA   | SCHOOL | 67,682     | 66,282  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 1,400         |
| CONNON, BARBARA          | SCHOOL | 10,806     | 10,806  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CONNON, ROBERT           | SCHOOL | 3,550      | 3,550   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CONNORS, MARY BETH       | SCHOOL | 67,390     | 66,736  | -             | 654       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CONSILVIO, HOPE          | SCHOOL | 45,964     | 44,296  | -             | -         | -        | -                 | -                   | -                    | 1,668               | -                 | -             |
| CORDONE, CASEY           | SCHOOL | 64,352     | 64,352  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| COSTAKES, ADRIENNE       | SCHOOL | 5,047      | 5,047   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| COTHRAN, CHRIS           | SCHOOL | 64,352     | 64,352  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| COZORT, WILLIAM          | SCHOOL | 195,372    | 195,372 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CRITCHLEY, JEAN          | SCHOOL | 102,557    | 97,457  | -             | 5,100     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| CROWLEY, ALICE           | SCHOOL | 102,923    | 100,473 | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | 1,450         |
| CULKINS, ASHLEY          | SCHOOL | 1,620      | 1,620   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAUME, ELIZABETH         | SCHOOL | 97,975     | 96,799  | -             | 1,177     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAVIDSON, ELIZABETH      | SCHOOL | 98,695     | 92,136  | -             | 2,223     | -        | -                 | -                   | -                    | 3,336               | -                 | 1,000         |
| DAVIDSON, MARGARET       | SCHOOL | 100,675    | 97,452  | -             | 2,223     | -        | -                 | -                   | -                    | -                   | -                 | 1,000         |
| DAVIDSON-CHRISTIE, NANCY | SCHOOL | 93,143     | 92,143  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAVIS, CHARLES           | SCHOOL | 97,416     | 96,417  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAVIS, DEBORAH           | SCHOOL | 100,362    | 99,362  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAY, DANIEL              | SCHOOL | 2,425      | 2,425   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DAY, MICHAEL             | SCHOOL | 5,407      | -       | -             | -         | -        | -                 | -                   | -                    | 5,407               | -                 | -             |
| D'ELIA, RICHELLE         | SCHOOL | 99,312     | 98,965  | -             | 346       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DERAS, FRANCISCO         | SCHOOL | 73,588     | 69,486  | -             | -         | 3,202    | -                 | -                   | -                    | -                   | -                 | 900           |
| DILWORTH, TARYN          | SCHOOL | 1,260      | 1,260   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DOUGLAS, JESSICA         | SCHOOL | 29,370     | 29,370  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| DUCE, CHARLES            | SCHOOL | 51,687     | 51,530  | -             | -         | 157      | -                 | -                   | -                    | -                   | -                 | -             |
| EARLE, REBECCA           | SCHOOL | 70,778     | 70,778  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ECHEVERRIA, JACQUELINE   | SCHOOL | 101,586    | 99,926  | -             | -         | -        | -                 | -                   | -                    | 1,660               | -                 | -             |
| EDWARDS, JACQUELINE      | SCHOOL | 660        | 660     | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| EDZWALD, STACEY          | SCHOOL | 98,079     | 98,079  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| EGAN, JAMES              | SCHOOL | 4,802      | -       | -             | -         | -        | -                 | -                   | -                    | 4,802               | -                 | -             |
| ELLIS, AINSLEY           | SCHOOL | 39,598     | 34,743  | -             | -         | 53       | -                 | -                   | -                    | 4,802               | -                 | -             |
| EMACK, JANET             | SCHOOL | 97,307     | 95,807  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 1,500         |
| ERICHSEN, SARAH          | SCHOOL | 16,560     | 16,560  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| ERISMAN, ASHLEY          | SCHOOL | 62,478     | 62,478  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| FALES, MARIA             | SCHOOL | 36,222     | 35,605  | -             | 409       | 208      | -                 | -                   | -                    | -                   | -                 | -             |
| FALES, TERRY             | SCHOOL | 42,393     | 41,053  | -             | 591       | -        | -                 | -                   | -                    | -                   | -                 | 750           |
| FARRELL, DANIEL          | SCHOOL | 26,390     | 26,390  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| FERRANTELLA, LINDA       | SCHOOL | 85,878     | 84,328  | -             | -         | -        | -                 | -                   | -                    | 1,550               | -                 | -             |
| FERREIRA, CHRISTOPHER    | SCHOOL | 7,903      | -       | -             | -         | -        | -                 | -                   | -                    | 7,903               | -                 | -             |
| FEY, JACQUELINE          | SCHOOL | 102,630    | 99,230  | -             | 3,400     | -        | -                 | -                   | -                    | -                   | -                 | -             |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>   | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u> | <u>WWCO</u> | <u>OTHER</u> |
|------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|----------------|-------------|--------------|
|                        |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> |                |                  |                  |                |             |              |
| FIELD, GLENN           | SCHOOL       | 56,413            | 44,605      | -                    | 308              | -               | -              | -                | -                | 1,500          | -           | 10,000       |
| FLORES, JOSE           | SCHOOL       | 1,072             | 1,072       | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| FOSTER, COURTNEY       | SCHOOL       | 88,754            | 87,086      | -                    | -                | -               | -              | -                | -                | 1,668          | -           | -            |
| FOURNIER, ERNESTINA    | SCHOOL       | 86,995            | 86,995      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| FOX, ANTHONY           | SCHOOL       | 3,370             | 3,370       | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| FREDERICKS, AILEEN     | SCHOOL       | 59,585            | 59,585      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| FREED, SAMANTHA        | SCHOOL       | 1,980             | 1,980       | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| FRONZUTO, SUZANNE      | SCHOOL       | 88,734            | 86,234      | -                    | 1,000            | -               | -              | -                | -                | -              | -           | 1,500        |
| FUSARO, ANASTASIA      | SCHOOL       | 61,410            | 61,410      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GAMBERONI, RENEE       | SCHOOL       | 77,350            | 76,550      | -                    | 800              | -               | -              | -                | -                | -              | -           | -            |
| GAMMONS, AMY           | SCHOOL       | 32,879            | 32,879      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GARDNER, GALEN         | SCHOOL       | 103,405           | 95,687      | -                    | 5,100            | -               | -              | -                | -                | 1,668          | -           | 950          |
| GAULT, SARAH           | SCHOOL       | 77,322            | 77,322      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GELLO, KARYN           | SCHOOL       | 80,951            | 77,615      | -                    | -                | -               | -              | -                | -                | 3,336          | -           | -            |
| GILES, JANET           | SCHOOL       | 76,840            | 76,840      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GILGEN, ELISSA         | SCHOOL       | 33,763            | 33,763      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GILSON, NANCY          | SCHOOL       | 26,515            | 26,515      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GIRVIN, MICHAEL        | SCHOOL       | 97,387            | 95,687      | -                    | 1,700            | -               | -              | -                | -                | -              | -           | -            |
| GOSS, NIGEL            | SCHOOL       | 640               | 640         | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GOTTLIEB, KAREN        | SCHOOL       | 101,343           | 97,452      | -                    | 2,223            | -               | -              | -                | -                | 1,668          | -           | -            |
| GOTTLIEB, SETH         | SCHOOL       | 40,001            | 38,951      | -                    | -                | -               | -              | -                | -                | 1,050          | -           | -            |
| GRANDI, CLARE          | SCHOOL       | 38,289            | 38,289      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GRANT, SUSAN           | SCHOOL       | 67,950            | 66,282      | -                    | -                | -               | -              | -                | -                | 1,668          | -           | -            |
| GRAVES, DIANA          | SCHOOL       | 102,557           | 97,457      | -                    | 5,100            | -               | -              | -                | -                | -              | -           | -            |
| GRAZIADEI, JASON       | SCHOOL       | 5,970             | -           | -                    | -                | -               | -              | -                | -                | 5,970          | -           | -            |
| GREGORICH, PATRICK     | SCHOOL       | 57,850            | 57,850      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| GROSS, NICOLE          | SCHOOL       | 65,182            | 64,352      | -                    | -                | -               | -              | -                | -                | 830            | -           | -            |
| GULLICKSEN, VICTORIA   | SCHOOL       | 34,549            | 33,224      | -                    | 800              | -               | -              | -                | -                | -              | -           | 525          |
| GURLEY-ARNOLD, JONELLE | SCHOOL       | 11,379            | 11,379      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HARDING, PATRICIA      | SCHOOL       | 51,041            | 51,041      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HARDY, JANE            | SCHOOL       | 53,156            | 50,656      | -                    | 2,000            | -               | -              | -                | -                | -              | -           | 500          |
| HARIMON, TANDI         | SCHOOL       | 15,385            | 14,975      | -                    | 409              | -               | -              | -                | -                | -              | -           | -            |
| HARRINGTON, ANN        | SCHOOL       | 34,700            | 34,200      | -                    | 500              | -               | -              | -                | -                | -              | -           | -            |
| HARRINGTON, RICHARD    | SCHOOL       | 10,773            | 10,773      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HARRIS, ELIZABETH      | SCHOOL       | 90                | 90          | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HARVEY, STANLEY        | SCHOOL       | 200               | 200         | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HAYFORD, SUSAN         | SCHOOL       | 44,920            | 42,670      | -                    | 1,500            | -               | -              | -                | -                | -              | -           | 750          |
| HAYFORD, YU YAN XU     | SCHOOL       | 76,634            | 76,634      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HEDBERG-SEITZ, MYKALA  | SCHOOL       | 14,093            | 14,093      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HENKE, DANIELLE        | SCHOOL       | 500               | 500         | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HICKMAN, REBECCA       | SCHOOL       | 98,129            | 97,457      | -                    | -                | -               | -              | -                | -                | 672            | -           | -            |
| HICKSON, KATHLEEN      | SCHOOL       | 90,025            | 87,527      | -                    | -                | -               | -              | -                | -                | 2,498          | -           | -            |
| HINSON, AMY            | SCHOOL       | 66,928            | 66,928      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HITCHCOCK, ELISABETTA  | SCHOOL       | 34,378            | 34,355      | -                    | -                | -               | -              | -                | -                | -              | -           | 23           |
| HOLDEN, TESSA          | SCHOOL       | 60,070            | 60,070      | -                    | -                | -               | -              | -                | -                | -              | -           | -            |
| HOLDGATE, BRIANNE      | SCHOOL       | 76,269            | 74,601      | -                    | -                | -               | -              | -                | -                | 1,668          | -           | -            |
| HOLDGATE, KRISTEN      | SCHOOL       | 75,843            | 74,293      | -                    | -                | -               | -              | -                | -                | 1,550          | -           | -            |

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| EMPLOYEE NAME       | DEPT.  | REGULAR    |         | CERTIFICATION |           |          | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|---------------------|--------|------------|---------|---------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
|                     |        | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME |                   |                     |                      |                     |                   |               |
| HOLDGATE, SARAH     | SCHOOL | 65,460     | 54,110  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 11,350        |
| HOLMES, MICHELLE    | SCHOOL | 20,230     | 20,230  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HOLTBAKK, MAIKI     | SCHOOL | 42,415     | 41,915  | -             | 500       | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HOLTON-ROTH, SARAH  | SCHOOL | 73,841     | 73,841  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HOOD, LISA          | SCHOOL | 101,689    | 96,589  | -             | 5,100     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HORTON, MICHAEL     | SCHOOL | 121,598    | 121,598 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HORYN, KATHERINE    | SCHOOL | 64,352     | 64,352  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| HUBERMAN, MATTHEW   | SCHOOL | 44,641     | 41,541  | -             | -         | -        | -                 | -                   | -                    | 2,500               | -                 | 600           |
| HULL, JESSICA       | SCHOOL | 3,650      | 3,650   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| JOHNSEN, JOANNE     | SCHOOL | 97,990     | 97,990  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| JOHNSON, DONNA      | SCHOOL | 42,955     | 42,955  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| JOHNSON, FIONA      | SCHOOL | 7,508      | 7,508   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| JOHNSON, STEPHANIE  | SCHOOL | 100,540    | 97,817  | -             | 1,173     | -        | -                 | -                   | -                    | 1,550               | -                 | -             |
| JONES, HELAINA      | SCHOOL | 104,474    | 102,774 | -             | 1,700     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| JONES, PATRICIA     | SCHOOL | 8,313      | 8,275   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 38            |
| KEARNS, SETH        | SCHOOL | 76,840     | 76,840  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KELLEY, MARIANNE    | SCHOOL | 650        | 650     | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KESSLER, DONNA      | SCHOOL | 96,807     | 95,807  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KESSLER, ROBERT     | SCHOOL | 40,877     | 39,127  | -             | 1,000     | -        | -                 | -                   | -                    | -                   | -                 | 750           |
| KING, BRIAN         | SCHOOL | 4,354      | -       | -             | -         | -        | -                 | -                   | -                    | 4,354               | -                 | -             |
| KING, ERIN          | SCHOOL | 2,250      | 2,250   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KING, PARALEE       | SCHOOL | 86,995     | 86,995  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KINGSTON, JULIE     | SCHOOL | 79,530     | 79,530  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KLINGSPORN, DEBRA   | SCHOOL | 11,666     | 11,666  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KNAPP, AMY          | SCHOOL | 95,687     | 95,687  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KONDERWICH, LINDSEY | SCHOOL | -          | -       | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KOTALAC, MELANIE    | SCHOOL | 1,390      | 1,390   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KREMER, MICHEL      | SCHOOL | 21,160     | 21,160  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KUBISCH, KIMBERLY   | SCHOOL | 138,009    | 138,009 | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| KURATEK, JAMES      | SCHOOL | 69,931     | 68,271  | -             | -         | -        | -                 | -                   | -                    | 1,660               | -                 | -             |
| LA HAIR, BRIAN      | SCHOOL | 54,866     | 47,120  | -             | -         | -        | -                 | -                   | -                    | 7,746               | -                 | -             |
| LAFRENIERE, MONIQUE | SCHOOL | 23,724     | 23,724  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LAMB, LAURA         | SCHOOL | 39,792     | 37,192  | -             | 500       | 2,100    | -                 | -                   | -                    | -                   | -                 | -             |
| LAMPERT, MOLLIE     | SCHOOL | 42,112     | 42,112  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LAREAU, ABBIE       | SCHOOL | 69,331     | 67,304  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | 2,027         |
| LAREDO, JENNIFER    | SCHOOL | 106,174    | 102,774 | -             | 3,400     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LAREDO, STEVEN      | SCHOOL | 104,225    | 97,457  | -             | 5,100     | -        | -                 | -                   | -                    | 1,668               | -                 | -             |
| LARRABEE, KATHRYN   | SCHOOL | 4,942      | 4,942   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LARSON, BONNIE      | SCHOOL | 560        | 560     | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LATTANZI, LARRY     | SCHOOL | 5,995      | 5,995   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LATTER, CLAIRE      | SCHOOL | 85,973     | 85,973  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LAVIN, SARAH        | SCHOOL | 1,890      | 1,890   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LAWRENCE, STEEVYANN | SCHOOL | 3,755      | 3,755   | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LEMAITRE, ANNE      | SCHOOL | 93,699     | 88,599  | -             | 5,100     | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LEMUS, LUCIA        | SCHOOL | 43,808     | 43,808  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |
| LEPORE, CATHLEEN    | SCHOOL | 108,235    | 103,401 | -             | 3,335     | -        | -                 | -                   | -                    | -                   | -                 | 1,500         |
| LEWIS, JENNIFER     | SCHOOL | 45,549     | 45,549  | -             | -         | -        | -                 | -                   | -                    | -                   | -                 | -             |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>   | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                        |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| LEWIS, TORRANCE        | SCHOOL       | 58,960            | 55,500      | -                    | -                | -               | -              | -                | -                | -               | -                | 3,460        |
| LIDDLE, MATTHEW        | SCHOOL       | 3,300             | 3,300       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LIDDLE, ROBERT         | SCHOOL       | 35,715            | 33,692      | -                    | 355              | -               | -              | -                | -                | 1,668           | -                | -            |
| LLOYD, JOSEPH          | SCHOOL       | 5,653             | -           | -                    | -                | -               | -              | -                | -                | 5,653           | -                | -            |
| LOMBARDI, ADRIENE      | SCHOOL       | 90,919            | 88,599      | -                    | -                | -               | -              | -                | -                | 2,320           | -                | -            |
| LOMBARDI, TRAVIS       | SCHOOL       | 61,825            | 61,825      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LONDON, SARA           | SCHOOL       | 80                | 80          | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LONG, MELISSA          | SCHOOL       | 62,762            | 62,762      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LOTHIAN, TED           | SCHOOL       | 18,723            | 18,723      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LOWELL, SHERRI         | SCHOOL       | 35,201            | 34,920      | -                    | -                | 281             | -              | -                | -                | -               | -                | -            |
| LUCAS, DARREN          | SCHOOL       | 20,074            | 20,074      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LUCAS, WILL            | SCHOOL       | 61,373            | 61,373      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LUCCHINI, JOHN         | SCHOOL       | 113,502           | 113,502     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MACDONALD, HEATHER     | SCHOOL       | 100,791           | 95,787      | -                    | -                | -               | -              | -                | -                | 5,004           | -                | -            |
| MACEACHERN, EVELYN     | SCHOOL       | 11,113            | 11,113      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MACIVER, ERIN          | SCHOOL       | 102,577           | 97,457      | -                    | 1,000            | -               | -              | -                | -                | 4,120           | -                | -            |
| MACLELLAN, GEORGE      | SCHOOL       | 103,857           | 97,457      | -                    | 5,100            | -               | -              | -                | -                | -               | -                | 1,300        |
| MACLELLAN, GRACE       | SCHOOL       | 3,350             | 3,350       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MACLELLAN, KARIN       | SCHOOL       | 39,509            | 38,509      | -                    | -                | -               | -              | -                | -                | 1,000           | -                | -            |
| MACVICAR, MELISSA      | SCHOOL       | 97,355            | 95,687      | -                    | -                | -               | -              | -                | -                | 1,668           | -                | -            |
| MADDEN, MOLLY          | SCHOOL       | 23,000            | 23,000      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MAHER, ANDREA          | SCHOOL       | 110,392           | 108,724     | -                    | -                | -               | -              | -                | -                | 1,668           | -                | -            |
| MAHONEY, KEVIN         | SCHOOL       | 3,225             | 3,225       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MAILLOUX, BARRY        | SCHOOL       | 54,481            | 52,809      | -                    | -                | 1,672           | -              | -                | -                | -               | -                | -            |
| MAILLOUX, TRACY        | SCHOOL       | 98,887            | 95,687      | -                    | 1,700            | -               | -              | -                | -                | -               | -                | 1,500        |
| MAJANO, OSCAR          | SCHOOL       | 43,418            | 43,251      | -                    | -                | 167             | -              | -                | -                | -               | -                | -            |
| MALLOY, MONIQUE        | SCHOOL       | 78,963            | 77,295      | -                    | -                | -               | -              | -                | -                | 1,668           | -                | -            |
| MARTINEAU, MARTHA PAGE | SCHOOL       | 100,125           | 97,457      | -                    | 1,000            | -               | -              | -                | -                | 1,668           | -                | -            |
| MASON, MERRILL         | SCHOOL       | 70,596            | 64,352      | -                    | -                | -               | -              | -                | -                | 6,244           | -                | -            |
| MAURY, ANN             | SCHOOL       | 107,074           | 102,774     | -                    | 3,400            | -               | -              | -                | -                | -               | -                | 900          |
| MAURY, CHRISTOPHER     | SCHOOL       | 131,885           | 124,754     | -                    | -                | -               | -              | -                | -                | 7,131           | -                | -            |
| MAURY, ELIZABETH       | SCHOOL       | 5,194             | -           | -                    | -                | -               | -              | -                | -                | 5,194           | -                | -            |
| MAXWELL, SAMANTHA      | SCHOOL       | 12,131            | 12,131      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCARTHY, KADEEM       | SCHOOL       | 5,390             | 5,390       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCLURE, JEANNE        | SCHOOL       | 14,686            | 14,686      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCLUSKEY, STEPHEN     | SCHOOL       | 19,348            | 19,348      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCCOY, JAMIE           | SCHOOL       | 74,963            | 74,963      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCGONIGLE, KAREN       | SCHOOL       | 128,730           | 128,730     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCGUINNESS, JOHN       | SCHOOL       | 104,057           | 97,457      | -                    | 5,100            | -               | -              | -                | -                | -               | -                | 1,500        |
| MCGUINNESS, MARY       | SCHOOL       | 107,912           | 104,539     | -                    | 2,223            | -               | -              | -                | -                | -               | -                | 1,150        |
| MCLAUGHLIN, CAROL      | SCHOOL       | 38,775            | 38,554      | -                    | -                | 222             | -              | -                | -                | -               | -                | -            |
| MCMASTER, SUSAN        | SCHOOL       | 12,065            | 12,065      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MCNAMARA, MAUREEN      | SCHOOL       | 1,650             | 1,650       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MEHLERT, PETER         | SCHOOL       | 10,388            | -           | -                    | -                | -               | -              | -                | -                | 10,388          | -                | -            |
| MELVILLE, JANE         | SCHOOL       | 60,559            | 60,559      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| MERLINI, KATY          | SCHOOL       | 83,162            | 78,158      | -                    | -                | -               | -              | -                | -                | 5,004           | -                | -            |
| MIHALICH, LUCAS        | SCHOOL       | 43,841            | 40,228      | -                    | -                | -               | -              | -                | -                | -               | -                | 3,613        |

\*Other pay is retro, FLSA or required accrual pay.



|                         |        |            | REGULAR | CERTIFICATION |           |          | HOLIDAY | 3rd PARTY | FIRE CALL | STIPEND  | WWCO      | OTHER |
|-------------------------|--------|------------|---------|---------------|-----------|----------|---------|-----------|-----------|----------|-----------|-------|
| EMPLOYEE NAME           | DEPT.  | GROSS WAGE | WAGE    | EDUCATION     | LONGEVITY | OVERTIME | WORKED  | DETAIL    | AMB EMT   | COACHING | MERIT PAY | PAY*  |
| MILLEN, RYAN            | SCHOOL | 21,680     | 21,680  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MILLER, NANCY           | SCHOOL | 144,347    | 144,347 | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MINELLA, JOSEPH         | SCHOOL | 64,352     | 64,352  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MITCHELL, ALLYSON       | SCHOOL | 7,131      | -       | -             | -         | -        | -       | -         | -         | 7,131    | -         | -     |
| MOGENSEN, WILLIAM       | SCHOOL | 35,596     | 35,241  | -             | 355       | -        | -       | -         | -         | -        | -         | -     |
| MOONEY, KATHLEEN        | SCHOOL | 99,471     | 97,457  | -             | 346       | -        | -       | -         | -         | 1,668    | -         | -     |
| MOORE, GREGORY          | SCHOOL | 180        | 180     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MORAN, CASSANDRA        | SCHOOL | 68,299     | 68,299  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MORAN, JOHN             | SCHOOL | 7,131      | -       | -             | -         | -        | -       | -         | -         | 7,131    | -         | -     |
| MORAN, LORI             | SCHOOL | 15,034     | -       | -             | -         | -        | -       | -         | -         | 15,034   | -         | -     |
| MORRIS JENNISON, JACKIE | SCHOOL | 4,558      | 4,558   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MOSGROBER, JULIE        | SCHOOL | 65,496     | 63,828  | -             | -         | -        | -       | -         | -         | 1,668    | -         | -     |
| MUFFLY, CORINNE         | SCHOOL | 66,718     | 66,718  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MUISE, STACY            | SCHOOL | 31,884     | 31,884  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MULLER, JULIA           | SCHOOL | 1,190      | 1,190   | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MULLIN, ANN MARIE       | SCHOOL | 24,762     | 24,483  | -             | 279       | -        | -       | -         | -         | -        | -         | -     |
| MULSON, DEREK           | SCHOOL | 58,795     | 58,660  | -             | -         | -        | -       | -         | -         | -        | -         | 135   |
| MURPHY, TAMMIE          | SCHOOL | 27,329     | 27,329  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MURPHY, TAYLOR          | SCHOOL | 61,373     | 61,373  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MURRAY, LAUREN          | SCHOOL | 66,128     | 66,128  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MYERS, GILLEAN          | SCHOOL | 98,008     | 96,308  | -             | 1,700     | -        | -       | -         | -         | -        | -         | -     |
| MYETTE, LAUREN          | SCHOOL | 29,646     | 29,646  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| MYNNTINEN, JOHN         | SCHOOL | 71,876     | 71,876  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| NATCHEVA, VESSELA       | SCHOOL | 87,527     | 87,527  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| NEWMAN, JODY            | SCHOOL | 119,784    | 112,595 | -             | 5,421     | -        | -       | -         | -         | 1,668    | -         | 100   |
| NEWMAN, LIA             | SCHOOL | 15,762     | 15,762  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| NOLL, BRENDA            | SCHOOL | 51,866     | 42,679  | -             | -         | -        | -       | -         | -         | 1,550    | -         | 7,638 |
| NOLL, ROBERT            | SCHOOL | 2,093      | -       | -             | -         | -        | -       | -         | -         | 2,093    | -         | -     |
| NORMAND, JACLYN         | SCHOOL | 65,800     | 64,970  | -             | -         | -        | -       | -         | -         | 830      | -         | -     |
| NORTON, KATHRYN         | SCHOOL | 95,687     | 95,687  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| NORTON, ROBERT          | SCHOOL | 101,395    | 97,457  | -             | 1,000     | -        | -       | -         | -         | 2,938    | -         | -     |
| O'BANION, LAURA         | SCHOOL | 97,457     | 97,457  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| OBERG-GOMES, CAREN      | SCHOOL | 225        | 225     | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| O'CONNOR, LOGAN         | SCHOOL | 92,825     | 80,575  | -             | -         | -        | -       | -         | -         | 12,250   | -         | -     |
| O'CONNOR, SCOTT         | SCHOOL | 2,261      | -       | -             | -         | -        | -       | -         | -         | 2,261    | -         | -     |
| O'KEEFE, BETH           | SCHOOL | 100,438    | 99,326  | -             | 1,111     | -        | -       | -         | -         | -        | -         | -     |
| O'KEEFE, TRACY          | SCHOOL | 44,922     | 42,672  | -             | 1,500     | -        | -       | -         | -         | -        | -         | 750   |
| OLSON, MICHELLE         | SCHOOL | 102,298    | 99,230  | -             | 1,000     | -        | -       | -         | -         | 1,668    | -         | 400   |
| O'NEIL, DIANE           | SCHOOL | 132,210    | 127,210 | -             | -         | -        | -       | -         | -         | 5,000    | -         | -     |
| ORELLANA-EGAN, IRENE    | SCHOOL | 109,237    | 107,626 | -             | 1,111     | -        | -       | -         | -         | -        | -         | 500   |
| O'ROARK, HENRY          | SCHOOL | 80,894     | 80,894  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| OSONA, RAFAEL           | SCHOOL | 15,795     | -       | -             | -         | -        | -       | -         | -         | 15,795   | -         | -     |
| PANCHY, PETER           | SCHOOL | 24,911     | 20,555  | -             | 1,020     | -        | -       | -         | -         | 3,336    | -         | -     |
| PARSONS, MOIRA          | SCHOOL | 51,020     | 51,020  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PENOTTE, CODY           | SCHOOL | 57,850     | 57,850  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PERALES, KATY           | SCHOOL | 79,686     | 79,686  | -             | -         | -        | -       | -         | -         | -        | -         | -     |
| PERKINS, KELSEY         | SCHOOL | 90         | 90      | -             | -         | -        | -       | -         | -         | -        | -         | -     |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>   | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|------------------------|--------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                        |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| PERRY, DYLAN           | SCHOOL       | 1,493             | 1,493       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PERRY, JOSEPH          | SCHOOL       | 80,373            | 73,735      | -                    | -                | -               | -              | -                | -                | 6,638           | -                | -            |
| PERRY, LAURA           | SCHOOL       | 1,740             | 1,740       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PERRY, MELISSA         | SCHOOL       | 6,526             | -           | -                    | -                | -               | -              | -                | -                | 6,526           | -                | -            |
| PHANEUF, ANNE          | SCHOOL       | 101,414           | 98,634      | -                    | 1,111            | -               | -              | -                | -                | 1,668           | -                | -            |
| PICKETT, EMILY         | SCHOOL       | 3,775             | 3,775       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PIGNATO, KIMBERLY      | SCHOOL       | 76,046            | 76,046      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PINEDA TEJADA, NORMA   | SCHOOL       | 40,700            | 40,010      | -                    | -                | 690             | -              | -                | -                | -               | -                | -            |
| PINEDA VIVAS, SAUL     | SCHOOL       | 48,509            | 48,509      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| POPOVA, SOFIYA         | SCHOOL       | 37,978            | 37,478      | -                    | 500              | -               | -              | -                | -                | -               | -                | -            |
| POYANT, ANN            | SCHOOL       | 84,276            | 84,276      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PRINTZ, GARY           | SCHOOL       | 7,319             | 7,319       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| PROCH, THOMAS          | SCHOOL       | 60,635            | 59,585      | -                    | -                | -               | -              | -                | -                | 1,050           | -                | -            |
| PSARADELIS, JENNIFER   | SCHOOL       | 107,933           | 104,565     | -                    | 1,700            | -               | -              | -                | -                | 1,668           | -                | -            |
| PSARADELIS, TIMOTHY    | SCHOOL       | 85,936            | 85,936      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RAIMO, LAURA           | SCHOOL       | 37,779            | 37,459      | -                    | -                | 320             | -              | -                | -                | -               | -                | -            |
| RAY, BONNIE            | SCHOOL       | 91,999            | 88,599      | -                    | 3,400            | -               | -              | -                | -                | -               | -                | -            |
| REARDON, SHEILAH       | SCHOOL       | 7,125             | 7,125       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| REINEMO, ELIZABETH     | SCHOOL       | 96,769            | 88,421      | -                    | -                | -               | -              | -                | -                | 8,348           | -                | -            |
| REIS, ROBIN            | SCHOOL       | 35,335            | 34,335      | -                    | 1,000            | -               | -              | -                | -                | -               | -                | -            |
| REIS, SAMANTHA         | SCHOOL       | 270               | 270         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RENEGAR, MARY          | SCHOOL       | 165               | 165         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RENNELL, MOLLI         | SCHOOL       | 2,736             | 2,736       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| REPPERT, BENJAMIN      | SCHOOL       | 2,940             | 2,940       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RICE, MARK             | SCHOOL       | 75,565            | 74,515      | -                    | -                | -               | -              | -                | -                | 1,050           | -                | -            |
| RIDGE, NICOLE          | SCHOOL       | 70,319            | 70,319      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| RINGER, RANDOLPH       | SCHOOL       | 4,510             | 4,510       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ROBERTS, MARGARET      | SCHOOL       | 72,125            | 59,945      | -                    | 681              | -               | -              | -                | -                | -               | -                | 11,500       |
| ROBERTS, NATHAN        | SCHOOL       | 6,526             | -           | -                    | -                | -               | -              | -                | -                | 6,526           | -                | -            |
| ROBERTS, SALLY         | SCHOOL       | 1,905             | 1,905       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ROSE, SHERI            | SCHOOL       | 44,279            | 43,870      | -                    | 409              | -               | -              | -                | -                | -               | -                | -            |
| RYDER, BRIAN           | SCHOOL       | 9,571             | -           | -                    | -                | -               | -              | -                | -                | 9,571           | -                | -            |
| SAKSURIYONG, SUPACHOKE | SCHOOL       | 42,178            | 42,090      | -                    | -                | 88              | -              | -                | -                | -               | -                | -            |
| SANTIAGO, NICOLLETTE   | SCHOOL       | 3,375             | 3,375       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SCARLETT, MARITA       | SCHOOL       | 70,695            | 70,695      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SCOTT-MURTAGH, JEAN    | SCHOOL       | 106,018           | 100,918     | -                    | 5,100            | -               | -              | -                | -                | -               | -                | -            |
| SEAL, CARA             | SCHOOL       | 98,853            | 97,457      | -                    | 346              | -               | -              | -                | -                | 1,050           | -                | -            |
| SHEA, SCOTT            | SCHOOL       | 12,729            | 12,729      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SHEEHY, NANCY          | SCHOOL       | 3,650             | 3,650       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SHEPPARD, STEPHEN      | SCHOOL       | 67,242            | 66,412      | -                    | -                | -               | -              | -                | -                | 830             | -                | -            |
| SIBLEY, ELIZABETH      | SCHOOL       | 40,434            | 40,042      | -                    | 392              | -               | -              | -                | -                | -               | -                | -            |
| SIEGEL, DAVID          | SCHOOL       | 101,986           | 100,318     | -                    | 818              | -               | -              | -                | -                | -               | -                | 850          |
| SINGLETON, THERAN      | SCHOOL       | 105,134           | 105,134     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SJOLUND, ROBERT        | SCHOOL       | 62,726            | 61,761      | -                    | -                | 65              | -              | -                | -                | -               | -                | 900          |
| SLADE, NINA            | SCHOOL       | 124,348           | 124,348     | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SLADE, OLIVIA          | SCHOOL       | 2,091             | 2,091       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SMALL, NANCY           | SCHOOL       | 460               | 460         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |

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| <u>EMPLOYEE NAME</u>  | <u>DEPT.</u> | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |     | <u>OVERTIME</u> | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|-----------------------|--------------|-------------------|-------------|----------------------|------------------|-----|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                       |              | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> |     |                 | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| SORTEVIK, STEVEN      | SCHOOL       | 100,787           | 95,687      | -                    | 5,100            |     | -               | -              | -                | -                | -               | -                | -            |
| SPENCER, GAIL         | SCHOOL       | 18,011            | 18,011      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| SPENCER, SHIRLEY      | SCHOOL       | 45,047            | 43,342      | -                    | 1,705            |     | -               | -              | -                | -                | -               | -                | -            |
| SPLAINE, JEREMIAH     | SCHOOL       | 112,981           | 112,981     | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| STRAUSS, STEPHANIE    | SCHOOL       | 540               | 540         | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| SULLIVAN, ELIZABETH   | SCHOOL       | 3,749             | 3,749       | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| SULLIVAN, MARGARET    | SCHOOL       | 89,091            | 89,091      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| SULLIVAN, MATTHEW     | SCHOOL       | 46,978            | 46,426      | -                    | -                | 552 | -               | -              | -                | -                | -               | -                | -            |
| SUPPA, ANTHONY        | SCHOOL       | 67,742            | 62,250      | -                    | -                |     | -               | -              | -                | -                | 5,492           | -                | -            |
| SURPRENANT, JILL      | SCHOOL       | 103,996           | 99,223      | -                    | 2,223            |     | -               | -              | -                | -                | 1,050           | -                | 1,500        |
| SYLVIA, EMILY         | SCHOOL       | 1,785             | 1,785       | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TARPEY, MARY KATE     | SCHOOL       | 97,803            | 97,457      | -                    | 346              |     | -               | -              | -                | -                | -               | -                | -            |
| TASCH, ZOE            | SCHOOL       | 8,630             | 8,630       | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TAVAREZ, CELESTE      | SCHOOL       | 135               | 135         | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TAVERAS, EILLEN       | SCHOOL       | 55,600            | 55,600      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TAYLOR, PAMELA        | SCHOOL       | 88,136            | 88,136      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TAYLOR, PHILIP        | SCHOOL       | 6,392             | -           | -                    | -                |     | -               | -              | -                | -                | 6,392           | -                | -            |
| TEJADA, ARNOLDO       | SCHOOL       | 65,030            | 63,993      | -                    | -                | 136 | -               | -              | -                | -                | -               | -                | 900          |
| TEJADA, ELIDA         | SCHOOL       | 43,078            | 43,078      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TEJADA, MAXIMO        | SCHOOL       | 47,309            | 47,209      | -                    | -                | 101 | -               | -              | -                | -                | -               | -                | -            |
| TEJADA, SILVIA        | SCHOOL       | 40,072            | 40,072      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| THOMPSON, DOROTHY     | SCHOOL       | 65,447            | 59,833      | -                    | 3,335            |     | -               | -              | -                | -                | 830             | -                | 1,450        |
| THOMPSON, NATALIE     | SCHOOL       | 52,954            | 43,244      | -                    | 441              |     | -               | -              | -                | -                | 9,269           | -                | -            |
| THOMPSON, ROBERT      | SCHOOL       | 41,907            | 41,907      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TIFFANY, JOHN         | SCHOOL       | 400               | 400         | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TOPHAM, ROSEMARY      | SCHOOL       | 100,930           | 99,230      | -                    | 1,700            |     | -               | -              | -                | -                | -               | -                | -            |
| TORMAY, JOSEPH        | SCHOOL       | 51,478            | 51,371      | -                    | -                | 107 | -               | -              | -                | -                | -               | -                | -            |
| TORNOVISH, GRACE-ANNE | SCHOOL       | 60,657            | 60,657      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TORNOVISH, WILLIAM    | SCHOOL       | 5,194             | -           | -                    | -                |     | -               | -              | -                | -                | 5,194           | -                | -            |
| TOWNSEND, JESSICA     | SCHOOL       | 72,568            | 71,738      | -                    | -                |     | -               | -              | -                | -                | 830             | -                | -            |
| TREWHELLA, JESSICA    | SCHOOL       | 33,713            | 33,713      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| TURCO, PEGGY          | SCHOOL       | 415               | -           | -                    | -                |     | -               | -              | -                | -                | -               | -                | 415          |
| UBALDINO, LAURA       | SCHOOL       | 105,249           | 101,566     | -                    | 346              |     | -               | -              | -                | -                | 3,336           | -                | -            |
| VAITES, AMY           | SCHOOL       | 63,938            | 63,284      | -                    | 654              |     | -               | -              | -                | -                | -               | -                | -            |
| VASILEVA, KATYA       | SCHOOL       | 75                | 75          | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| VELEVA, TEODORA       | SCHOOL       | 28,937            | 28,937      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| VISELLI, ANDREW       | SCHOOL       | 102,654           | 95,432      | -                    | -                |     | -               | -              | -                | -                | 7,222           | -                | -            |
| VIVAS, JORGE          | SCHOOL       | 45,571            | 45,571      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| VIVINO, JUDITH        | SCHOOL       | 24,651            | 24,651      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WAGNER, ANGELA        | SCHOOL       | 76,550            | 76,550      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WARFIELD, JADE        | SCHOOL       | 3,725             | 3,725       | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WEBB, DAVID           | SCHOOL       | 5,031             | 285         | -                    | -                |     | -               | -              | -                | -                | 4,746           | -                | -            |
| WEBSTER-DAVIS, SEANNE | SCHOOL       | 89,841            | 89,841      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WELD, CAROLINE        | SCHOOL       | 1,565             | 1,565       | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WENDELKEN, ERIK       | SCHOOL       | 101,143           | 96,864      | -                    | 1,111            |     | -               | -              | -                | -                | 1,668           | -                | 1,500        |
| WENDELKEN, MAURA      | SCHOOL       | 28,651            | 28,651      | -                    | -                |     | -               | -              | -                | -                | -               | -                | -            |
| WILLIAMS, JEDEDIAH    | SCHOOL       | 83,229            | 77,793      | -                    | -                |     | -               | -              | -                | -                | 5,436           | -                | -            |

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| <u>EMPLOYEE NAME</u>     | <u>DEPT.</u>  | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|--------------------------|---------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                          |               | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| WILLIAMS, STACEY         | SCHOOL        | 18,590            | 18,590      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WITT, JEAN               | SCHOOL        | 42,955            | 42,955      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WODYNSKI, JUDITH         | SCHOOL        | 270               | 270         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WOODLEY, BONNIE          | SCHOOL        | 28,854            | 28,141      | -                    | 713              | -               | -              | -                | -                | -               | -                | -            |
| ZAITSAVA, YULIYA         | SCHOOL        | 10,978            | 10,978      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ZHU, YEPING              | SCHOOL        | 63,382            | 62,182      | -                    | -                | -               | -              | -                | -                | -               | -                | 1,200        |
| ZODDA, MARIA             | SCHOOL        | 620               | 620         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| BLACKSHAW, KENNETH       | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| CROSLAND, BEVERLY        | SENIOR SERV   | 439               | 439         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DUPREE, SUSAN            | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HOLDEN, LORETTA          | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HORTON, JOYCE            | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| KLEINERT, PATRICIA       | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| LENO, KATHLEEN           | SENIOR SERV   | 1,800             | 1,800       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| OWEN, SANDRA             | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| SMITH, GLENORA           | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| TOPHAM, JEANETTE         | SENIOR SERV   | 900               | 900         | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ALLEN, PHILIP            | SEWER DEPT    | 69,609            | 60,026      | -                    | -                | 9,532           | -              | -                | -                | -               | -                | 51           |
| BUTLER, PERRY            | SEWER DEPT    | 94,273            | 72,175      | -                    | 3,585            | 18,513          | -              | -                | -                | -               | -                | -            |
| FRAZIER, PAUL            | SEWER DEPT    | 77,064            | 68,145      | -                    | -                | 8,855           | -              | -                | -                | -               | -                | 64           |
| GARY, ARDIS              | SEWER DEPT    | 105,750           | 79,737      | -                    | 2,392            | 23,375          | -              | -                | -                | -               | -                | 246          |
| GRAY, DAVID              | SEWER DEPT    | 110,251           | 108,707     | -                    | -                | 840             | -              | -                | -                | -               | -                | 703          |
| HARDY, JAMES             | SEWER DEPT    | 75,689            | 68,716      | -                    | -                | 6,973           | -              | -                | -                | -               | -                | -            |
| INGLIS, ROBERT           | SEWER DEPT    | 81,598            | 76,431      | -                    | 3,798            | 1,368           | -              | -                | -                | -               | -                | -            |
| LEVEILLE, WILLY          | SEWER DEPT    | 84,703            | 72,597      | -                    | 2,165            | 9,941           | -              | -                | -                | -               | -                | -            |
| MANNING, KEVIN           | SEWER DEPT    | 80,142            | 76,037      | -                    | 2,273            | 1,832           | -              | -                | -                | -               | -                | -            |
| MOONEY, SHAWN            | SEWER DEPT    | 87,778            | 72,250      | -                    | -                | 14,875          | -              | -                | -                | -               | -                | 653          |
| BAUER, HEIDI             | TOWN ADMIN    | 40,487            | 39,708      | -                    | -                | 779             | -              | -                | -                | -               | -                | -            |
| BRIDGES, JASON           | TOWN ADMIN    | 56,065            | 56,065      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| CABRAL, KATHERINE        | TOWN ADMIN    | 42,817            | 42,779      | -                    | -                | -               | -              | -                | -                | -               | -                | 39           |
| GIBSON, C ELIZABETH      | TOWN ADMIN    | 158,639           | 151,577     | -                    | -                | -               | -              | -                | -                | -               | -                | 7,062        |
| MOONEY, ERIKA            | TOWN ADMIN    | 78,054            | 72,190      | -                    | -                | 5,837           | -              | -                | -                | -               | -                | 27           |
| NORTON, TERRY            | TOWN ADMIN    | 60,498            | 59,317      | -                    | 1,177            | -               | -              | -                | -                | -               | -                | 5            |
| RULLO JUBILLA, MARIA     | TOWN ADMIN    | 3,915             | 3,780       | -                    | -                | 135             | -              | -                | -                | -               | -                | -            |
| TIVNAN, GREGG            | TOWN ADMIN    | 112,629           | 112,389     | -                    | -                | -               | -              | -                | -                | -               | -                | 240          |
| GILES, PATRICIA          | TOWN CLERK    | 36,443            | 35,016      | -                    | 1,423            | -               | -              | -                | -                | -               | -                | 4            |
| HOLDGATE, GAIL           | TOWN CLERK    | 73,953            | 67,826      | 1,040                | 2,101            | 2,981           | -              | -                | -                | -               | -                | 5            |
| HOLMES, NANCY            | TOWN CLERK    | 82,416            | 76,514      | 1,560                | 1,475            | 2,797           | -              | -                | -                | -               | -                | 70           |
| STOVER, CATHERINE        | TOWN CLERK    | 96,168            | 96,168      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| HAMILTON, MARY KATHERINE | VIS SERV      | 69,753            | 65,645      | -                    | 4,108            | -               | -              | -                | -                | -               | -                | -            |
| BURNS, SUSAN             | VIS SERV SEAS | 7,722             | 7,722       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| CATON, CAROL             | VIS SERV SEAS | 10,721            | 8,180       | -                    | -                | 2,524           | -              | -                | -                | -               | -                | 17           |
| CICERRELLA, ANNE         | VIS SERV SEAS | 11,001            | 11,001      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| CONLON, HUGH             | VIS SERV SEAS | 3,348             | 3,348       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| DOYLE-SHANNON, KAI       | VIS SERV SEAS | 7,752             | 7,453       | -                    | -                | 299             | -              | -                | -                | -               | -                | -            |
| FALCONER, BRIANNA        | VIS SERV SEAS | 2,264             | 2,264       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| GALVIN, MICHAEL          | VIS SERV SEAS | 1,249             | 1,249       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |

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| <u>EMPLOYEE NAME</u> | <u>DEPT.</u>  | <u>REGULAR</u>    |             | <u>CERTIFICATION</u> |                  |                 | <u>HOLIDAY</u> | <u>3rd PARTY</u> | <u>FIRE CALL</u> | <u>STIPEND</u>  | <u>WWCO</u>      | <u>OTHER</u> |
|----------------------|---------------|-------------------|-------------|----------------------|------------------|-----------------|----------------|------------------|------------------|-----------------|------------------|--------------|
|                      |               | <u>GROSS WAGE</u> | <u>WAGE</u> | <u>EDUCATION</u>     | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>WORKED</u>  | <u>DETAIL</u>    | <u>AMB EMT</u>   | <u>COACHING</u> | <u>MERIT PAY</u> | <u>PAY*</u>  |
| HARDY, JANE          | VIS SERV SEAS | 13,042            | 13,042      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ROCHE, JANE          | VIS SERV SEAS | 12,714            | 12,714      | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| TATE, SUSAN          | VIS SERV SEAS | 1,358             | 1,358       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| ALLEN, DENESE        | WWCO          | 73,606            | 69,987      | 640                  | -                | 2,973           | -              | -                | -                | -               | -                | 5            |
| EARLE, ROBERT        | WWCO          | 88,918            | 85,337      | -                    | 3,249            | 325             | -              | -                | -                | -               | -                | 8            |
| GARDNER, ROBERT      | WWCO          | 158,442           | 150,950     | -                    | 7,483            | -               | -              | -                | -                | -               | -                | 10           |
| HOLDGATE, HEIDI      | WWCO          | 124,485           | 112,501     | -                    | 5,456            | -               | -              | -                | -                | -               | 6,500            | 28           |
| JOHNSEN, JEFFREY     | WWCO          | 75,267            | 71,699      | -                    | 3,533            | 26              | -              | -                | -                | -               | -                | 8            |
| MANSFIELD, ANDREA    | WWCO          | 83,278            | 78,281      | -                    | 2,278            | -               | -              | -                | -                | -               | 2,700            | 19           |
| PYKOSZ, CHRISTOPHER  | WWCO          | 123,028           | 114,383     | -                    | 5,631            | -               | -              | -                | -                | -               | 3,000            | 14           |
| ROBERTS, KYLE        | WWCO          | 89,623            | 86,955      | -                    | 2,476            | 184             | -              | -                | -                | -               | -                | 8            |
| ROBERTS, LINDA       | WWCO          | 84,725            | 77,709      | -                    | 3,743            | -               | -              | -                | -                | -               | 3,250            | 23           |
| ROSS, KIAN           | WWCO          | 2,691             | 2,691       | -                    | -                | -               | -              | -                | -                | -               | -                | -            |
| WEST, ROBERT         | WWCO          | 86,132            | 79,692      | -                    | 2,356            | 876             | -              | -                | -                | -               | 3,200            | 9            |
| WILLETT, MARK        | WWCO          | 116,060           | 106,536     | -                    | 4,200            | 2,311           | -              | -                | -                | -               | 3,000            | 12           |

\*Other pay is retro, FLSA or required accrual pay.

## KEY:

|               |                                                        |
|---------------|--------------------------------------------------------|
| AAB           | Abatement Advisory Committee                           |
| BOS           | Board of Selectmen                                     |
| COD           | Commission on Disability                               |
| CPC           | Community Preservation Committee                       |
| DPW           | Department of Public Works                             |
| DPW SEAS      | Department of Public Works Seasonal Employee           |
| HR            | Human Resources                                        |
| HUM SERV      | Human Services                                         |
| IT/GIS        | Information Technology/Geographic Information Systems  |
| MARINE        | Marine Department                                      |
| MARINE SEAS   | Seasonal Marine Employee                               |
| NCS           | Nantucket Community School                             |
| NRD           | Natural Resources Department                           |
| NRD SEAS      | Natural Resources Department Seasonal Employee         |
| NRTA          | Nantucket Regional Transit Authority                   |
| NRTA SEAS     | Nantucket Regional Transit Authority Seasonal Employee |
| OIH           | Our Island Home                                        |
| PLUS          | Planning and Land Use Services                         |
| POLICE CSO    | Police – Community Service Officer                     |
| POLICE SRO    | Police – Special Reserve Officer                       |
| POLICE DIS    | Police – Dispatch                                      |
| POLICE IT     | Police – Information Technology                        |
| ROD           | Registry of Deeds                                      |
| TOWN ADMIN    | Town Administration                                    |
| VIS SERV      | Visitor Services Department                            |
| VIS SERV SEAS | Visitor Services Department Seasonal Employee          |
| WWCO          | Wannacomet Water Company                               |

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